

# State

The Newsletter

United States Department of State

September 1991





**THE COVER**—In the Foreign Service (sigh!), it happens to the best of 'em. Latest case is on Page 2.

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State, 2201 C Street N.W., Washington, D.C. 20520, to acquaint its officers and employees, at home and abroad, with developments that may affect operations or personnel. The magazine also extends limited coverage to overseas operations of the U.S. and Foreign Commercial Service of the Commerce Department and the Foreign Agricultural Service and the Animal and Plant Health Inspection Service of the Agriculture Department.

There are 11 monthly issues (none in June). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Black-and-white, glossy-print photos reproduce best, but some color photos are acceptable. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, PER/ER/SMG, SA-6, fourth floor. The office telephone number is (703) 516-1667. The fax number is (703) 516-1678. Contributions may also be dropped off in Room 3811 Main State.

Although primarily intended for internal communications, STATE is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Second-class postage paid at Washington, D.C., and additional mailing offices. **POSTMASTER:** Send address changes to PA/OAP, Room 5815A, Department of State, Washington, D.C. 20520.

**Assistant editor** Barbara Quirk  
**Staff Assistant** Kim Banks □

---



# State

September 1991  
No. 347



13



17



28



38

## News stories

- 4 President names ambassadors for Burma, Costa Rica, Israel, Philippines, Soviet, Turkey
- 5 Envoys to Security Council, European Communities
- 6 Burleigh is choice for counter-terrorism office
- 7 Sexual harassment study is completed at State; Baker admonishes employees
- 9 Irvin Hicks wins \$5,000 equal opportunity award; 3 runners-up are named
- 16 Wife, husband are fined in U.S. criminal case
- 22 7 Foreign Service grievance cases are reported
- 54 Carol Laise, former ambassador, is dead

## Feature stories

- 2 Roundabout route into big-city politics
- 11 Forsaking the Foreign Service: he kept his word
- 12 Senior Seminar tours Soviet Union, gets an earful prior to the coup

## Photo stories

- 28 Post of the Month: Salzburg

## Departments and features

- |                           |                             |
|---------------------------|-----------------------------|
| 18 "Ask Dr. Kemp"         | 22 Grievance Actions        |
| 4 Appointments            | 9 Honors and Awards         |
| 36 Bureau Notes           | 17 Music at State           |
| 52 Diplo-Cryptic          | 7 News Highlights           |
| 51 ebp                    | 53 Obituaries               |
| 12 Education and Training | 33 Personnel: Civil Service |
| 11 Families               | 24 Foreign Service          |

## Letters to the Editor

### Would you mind repeating?

TOKYO, JAPAN

DEAR EDITOR:

Enough is enough. Let's stop the pointless and condescending use of "repeat" "repeat" "repeat" which is spreading like crabgrass in Department telegrams, at least in those dealing with administrative matters.

It is distracting, annoying and confusing to encounter the dreaded "repeat" in the middle of a sentence, particularly when it appears three times in a short cable, as it did in a cable I received yesterday. It's like someone speaking to you and slapping you every few sentences to make sure you are paying attention.

Also, whatever happened to the old-fashioned word "by"? Webster's third definition for "by" is "no later than," the same phrase which invariably crops up in cables with reporting deadlines. Or, if not that phrase, the truly awful "NLT" when the writer realizes that "no later than" seems to be wordy but has forgotten the word "by."

Sincerely,  
MEL VAN HOUTEN  
Budget and fiscal officer □

### 'Program was inadequate'

BETHESDA, MD.

DEAR EDITOR:

The lead article in your June/July

—(Continued on Page 51)

---

## Life after the Foreign Service

---

### **Bill Tilney, a man of the people—right here in America!**

*He succumbed to an occupational hazard*

---

**T**HE VOCATIONAL HAZARD that threatens all Foreign Service officers has claimed a new victim—William S. Tilney.

Mr. Tilney has gone native. In fact, in a very big way.

Assigned to the United States under the Pearson program so he could learn more about America, he learned so much—identifying so closely with this exotic country, its people and their problems—that he has just now been elected mayor of El Paso, Tex.

The Pearson assignment was in the mayor's office in San Antonio, nearby as Texas distances go. And an earlier assignment was the consul generalship in Ciudad Juarez, Mexico, just across the Rio Grande from El Paso.

This man who, according to Alfredo Corchado in the El Paso Herald Post, "doesn't look very mayoral," who has "left many wondering whether the humble appearance is for real," was inaugurated on June 13 after winning an election by a 2-1 margin, handing the incumbent mayor one of the most lopsided defeats in El Paso political history.

Mr. Tilney had left the Foreign Service in 1988, after 20 years, to return to El Paso from San Antonio. He took a position as

---

#### **'They urged him to come back to the border'**

---

head of the international relations office of Coopers & Lybrand, the accounting firm. This was after some of the contacts he had made as consul general visited him in the mayor's office in San Antonio, where he was the Pearson special assistant to the mayor. They urged him to come back to the border.

Far-fetched? Would you expect a 52-year-old man who had trained all his adult life to represent the United States abroad, who in fact served so much of his life overseas, in Argentina, South Africa, Italy and the Dominican Republic, as well as in Mexico—would you expect him to develop the skills necessary to make it into the big time in big-city politics in, get this, *America* no less?

"It doesn't seem far-fetched to me," Mr. Tilney said in a telephone interview with STATE. "There are some things that you've got to understand."

First, "politics is in my blood."



---

#### **The U.S.A.: staying in touch via the Pearson program**

The Pearson program in which William S. Tilney participated is entering its 16th year at State, and so far has accommodated nearly 150 Foreign Service officers who have worked for governors, mayors, chambers of commerce and other local organizations, as well as in Congress. Former Senator James Pearson (R.-Kan.), author of legislation that authorized the program, believed that U.S. diplomats would become more effective abroad with refresher training at the grass roots in American society.

The Bureau of Personnel says of the program:

"These assignments are intended to provide officers ... exposure to important domestic issues and involvement in international affairs at the state and local level ... Pearson officers have gained a deeper understanding of the dynamics of their own society and have sharpened their managerial and interpersonal skills."

For information, contact Stephanie Starrett, (202) 647-3309. □

---



**Bill Tilney** at his inauguration, with his Netherlands-born wife, **Maggie**, center. The Tilneys have three children. Administering the oath of office is County Judge **Alicia Chacon**.

Meaning that in Santa Fe Springs, Calif., where he lived as a young man, his father, who was a boilermaker, a boxer and an engineer, ran for mayor and almost won.

Second, according to Mr. Tilney, a Foreign Service career confers advantages on you in a political race that your rivals are not likely to match. For example, working their way up from the voting precinct and ward level, your opponents are not likely to

**'Knowing a foreign language does no harm'**

acquire the kind of professional experience that made Mr. Tilney electable. One of his selling points on the stump, because "the international dimension has come to American politics," he said, was his work on international trade matters that have become a major factor in the El Paso economy. His experience inspired him, in one of his first

official acts as mayor, to fire off a formal request to Carla Hills, U.S. special trade representative, that El Paso be given a role in the trilateral trade talks between the United States, Mexico and Canada.

Third, knowing a foreign language does no harm, depending of course on the American city you choose to campaign in.

In Mr. Tilney's case, Spanish was the key; the proportion of Hispanic-Americans in El Paso is some 70%. When Mr. Tilney made a speech in the neighborhoods, it was often in the mother tongue. (It is true, however, that he found little occasion to use his Foreign Service French, Afrikaans and Amharic. He picked up some of the latter in the Peace Corps in Ethiopia.)

Fourth, even some of the seemingly incidental knowledge that you collect in the course of a Foreign Service career comes in handy later on. Being the science counselor in Argentina gave him "a good background," Mr. Tilney said, to discuss health and environmental issues that are important in El Paso.

Will all these advantages make Mr. Tilney a good mayor? Nobody knows yet. His diplomatic proclivities make him appear to some to be "too soft," Mr. Corchado wrote, and they are urging him to become "more vocal and fiery."

"I was a proactive consul general," Mr. Tilney said. "I'm going to be a proactive mayor."

—SANFORD WATZMAN ■



# Appointments

## President Bush names ambassadors for 6 more countries

2 are in Asia, 2 in Europe, plus Costa Rica, Israel

**P**RESIDENT BUSH as of mid-August had named ambassadors for six more countries. The nominations he makes would require Senate confirmation. The posts and the persons named are:

—*Burma*—Parker W. Borg, principal deputy assistant secretary for international narcotic matters, to succeed Burton Levin.

—*Costa Rica*—Luis Guinot Jr., a partner in the law firm of Kelley, Drye & Warren, to succeed Deane Hinton. (This nomination has been confirmed.)

—*Israel*—William Caldwell Harrop, ambassador to Zaire, to succeed William A. Brown.

—*Philippines*—Frank G. Wisner, ambassador to Egypt, to succeed Nicholas Platt. (This nomination has been confirmed.)

—*Soviet Union*—Robert S. Strauss, a partner in the law firm of Akin, Gump, Strauss, Hauer & Feld, to succeed Jack F. Matlock Jr. (This nomination has been confirmed.)

—*Turkey*—Richard Clark Barkley, visiting fellow at National Defense University, to succeed Morton I. Abramowitz.

Following are biographical sketches of the persons named.

### Burma

Parker W. Borg has been principal deputy assistant secretary for international narcotics matters since 1989.

Mr. Borg began his career as a Peace Corps volunteer in 1961. He taught English in the Philippines before joining the Foreign Service in 1965. After an assignment in Kuala Lumpur, he went to Vietnam for A.I.D. in 1967. He was a staff officer in the Executive Secretariat, 1970-72, and a special assistant to the director general, 1972-74. After serving as a special assistant to the Secretary, he became principal officer in Lubumbashi in 1976. Next, he was a Department fellow at the Council on Foreign Relations, 1978-79, and director of the Office of West African Affairs, 1979-81.

In 1981 he became ambassador to Mali. He was deputy to the director, Office of Counterterrorism, 1984-86, and a senior fellow at the Center for Strategic and International Studies, 1986-87. He served as deputy, then acting coordinator, Bureau of International Communications and Information Policy, 1987-89.

Mr. Borg was born in Minneapolis on May 25, 1939. He received a bachelor's



Mr. Borg



Mr. Guinot



Mr. Harrop



Mr. Wisner



Mr. Strauss



Mr. Barkley

from Dartmouth and a master's from Cornell. His foreign languages are French, Vietnamese and Malay. He holds a Superior Honor Award. He has published articles on the Philippines and Mali, counterterrorism and telecommunications. He is married to Anna Maria Borg; they have three daughters.

### Costa Rica

Luis Guinot Jr. has been a partner in the law firm of Kelley, Drye & Warren, Washington, since 1988. He began his career as a naval officer in 1958. He served there until 1968, when he became an attorney in Washington for the firm of Faerber & Cerny. He became administrator of the Office of the Commonwealth of Puerto Rico the following year. He joined the U.S. Department of Agriculture as assistant gen-

eral counsel in 1972. Then he was a partner at three Washington law firms: Chapman, Duff & Paul, 1974-85; Rose, Schmidt, Chapman, Duff & Hasley, 1985-87; and Porter, Wright, Morris & Arthur, 1987-88.

Mr. Guinot was born in San Juan on April 8, 1935. He received a bachelor's from New York University and a law degree from Catholic. He is a fellow of the American Bar Association, a member of the Puerto Rico Conservation Trust and a member of the board of the Legal Services Corporation. He is married to Marta Lopez Guinot; they have four daughters and a son.

### Israel

William Caldwell Harrop has been ambassador to Zaire since 1987. He joined the Foreign Service in 1954 and went to Palermo as vice consul later that year. He became commercial officer in Rome in 1955. Then he was a personnel assignments officer at the Department, 1959-61, and a desk officer in the Bureau of European and Canadian Affairs, 1961-62. After an assignment in the Bureau of African Affairs, he went to Brussels as economic officer in 1963. He served as principal officer in Lubumbashi, 1966-68. After attending Princeton, he became director of the Office of Research and Analysis for Africa in 1969. Next, he was on leave without pay as chairman of the American Foreign Service Association, 1971-72. He was a member of the Policy Planning and Coordination Staff, 1972-73.

Mr. Harrop went to Canberra as deputy chief of mission in 1973. He became ambassador to Guinea in 1975. In 1977 he returned to Washington as principal deputy assistant secretary for African affairs. He was ambassador to Kenya and Seychelles, 1980-83. He was the inspector general of the Department and the Foreign Service, 1983-85, then program inspector general, 1985-86. He headed the Office of Policy and Program Review, 1986-87.

Mr. Harrop was born in Baltimore on February 19, 1929. He earned a bachelor's from Harvard in 1950. He served in the Marines, 1950-51. His foreign languages are French and Italian. He has received two Meritorious Honor Awards, three senior performance pay awards and a Presidential Distinguished Honor Award. He is married to Ann Delavan Harrop; they have four sons.

### Philippines

Frank G. Wisner has been ambassador to Egypt since 1986. He joined the Foreign Service in 1962 and became vice consul in Tangier later that year. He went to Algiers as third secretary in 1962, and Saigon as rural development officer in 1964. In 1969 he became officer-in-charge of Tunisian affairs. Then he was first secretary in Tunis, 1971-73, and Dhaka, 1973-74.

In 1974 Mr. Wisner became director of the Office of Plans and Management, Bureau of Public Affairs. He was deputy director of the President's Indo-China task force, 1975, then special assistant to the under secretary for political affairs, 1975-76. He became director of the Office of Southern African Affairs in 1976. He served as deputy executive secretary, 1977-79. In 1979 he was named ambassador to Zambia. He was deputy assistant secretary for African affairs, 1982-86.

Mr. Wisner was born in New York on July 2, 1938. He earned a bachelor's from Princeton in 1961. His foreign languages are French, Vietnamese and Arabic. He holds the Meritorious Honor and Meritorious Service Awards, a Military Medal of Honor, a Vietnam Service Award, a Vietnam's Social Welfare Honor Award and a Presidential Award. He is a member of the Council on Foreign Relations. He is married to the former Christine de Ganay; they have two daughters and two sons.

\* \* \*

### Soviet Union

Robert S. Strauss has been a partner in the law firm, Akin, Gump, Strauss, Hauer & Feld, since 1980. He was also a partner in the firm earlier, 1946-77, while holding a number of other positions.

In 1963 Mr. Strauss became a member of the Texas Banking Commission. He served on the executive committee of the Democratic National Committee, 1969-77, becoming treasurer in 1970 and chairman in 1972. Between 1977 and 1979 he was the U.S. special representative for trade negotiations, and he was the personal representative of the President for Middle East peace negotiations. He became chairman of the Carter/Mondale Re-election Committee in 1979. He was a member of the Bipartisan Commission on Central America, 1983-84, and cochairman of the National Economic Commission, 1988-89.

Mr. Strauss was born in Lockhart, Tex., on October 19, 1918. He earned a bachelor's and a law degree from the University of Texas. He holds the university's "Lawyer of the Year" award and a Presidential Medal of Freedom. He is a member of the Council on Foreign Relations, the

Council of American Ambassadors, the Executive Council on Foreign Diplomats and the Committee for a Responsible Federal Budget. He is married to Helen Jacobs Strauss; they have a daughter and two sons.

\* \* \*

### Turkey

Richard Clark Barkley has been a visiting fellow at National Defense University since last year. Before that, he was ambassador to East Germany, 1988-90.

Mr. Barkley joined the Foreign Service in 1962 and was assigned to Helsinki the following year. He became vice consul in Santiago de los Caballeros in 1965. After attending Columbia, he served on the Nato and German desks, 1968-71. He was an international relations officer in Bonn, 1971-72, and Berlin, 1972-74. In 1974 he returned to Washington as an assistant to Ambassador Ellsworth Bunker. He served as deputy country director, Office of Central European Affairs, 1977-79. He went to Oslo as deputy chief of mission in 1979, then returned to Bonn as political counselor in 1982. He was deputy chief of mission in Pretoria, 1985-88.

Mr. Barkley was born in Chicago on December 23, 1932. He received a bachelor's from Michigan State and a master's from Wayne State. He served in the Army, 1955-57. He speaks four foreign languages—German, Spanish, Norwegian and Finnish. He has received the Distinguished and Superior Honor Awards. He is married to Nina Margrethe Schultz Barkley; they have a daughter. □

### Dobbins, Moose are named for multilateral posts



Mr. Dobbins



Mr. Moose

President Bush as of mid-August had named ambassadors for two more multilateral posts. The nominations would require Senate confirmation. The posts involved and the persons named are:

—*European Communities*, U.S. representative—James F. Dobbins, acting assistant secretary for European and Canadian affairs. He would succeed Thomas

Michael Tolliver Niles.

—*UN Security Council*, deputy U.S. representative—George Edward Moose, ambassador to Senegal until recently. He would succeed James Wilkinson. (This nomination has been confirmed.)

*Following are biographical sketches of the persons named.*

\* \* \*

### European Communities

James F. Dobbins has been acting assistant secretary for European and Canadian affairs since earlier this year. He joined the Foreign Service in 1967 and was assigned to the U.S. mission to the Organization for Economic Cooperation and Development in Paris. He was assigned to the U.S. delegation to the Vietnam peace talks there the following year. He became political officer in Paris in 1969. After serving on the Policy Planning Staff, he went to Strasbourg as economic and commercial officer in 1971. Next, he was a special assistant to the U.S. permanent representative to the United Nations in New York, 1973-75, and a special assistant to the counselor of the Department, 1975-76.

Mr. Dobbins became officer-in-charge of French affairs in 1976. He went to London as politico-military officer in 1978, before becoming director of the Bureau of Politico-Military Affairs' Office of Theater Military Policy in 1981. In 1982 he became deputy assistant secretary for European and Canadian affairs. He was named deputy chief of mission in Bonn in 1985. He served as principal deputy assistant secretary for European and Canadian affairs, 1989-91.

Mr. Dobbins was born in New York on May 31, 1942. He received a bachelor's from Georgetown. His foreign languages are French and German. He served in the Navy, 1963-67. He has received a Superior Honor and a Presidential Meritorious Service Award. He is a member of the International Institute for Strategic Studies and the American Foreign Service Association. He is married to Toril Kleivdal Dobbins; they have two sons.

\* \* \*

### UN Security Council

George Edward Moose was ambassador to Senegal, 1988-91. He joined the Foreign Service in 1967 after an internship at the Department and in Mexico City. He was detailed to AID as a rural development and refugee affairs officer in Vietnam, 1967-70, before becoming political officer in Danang in 1970. After an assignment on the Board of Examiners, he went to Bridgetown as political officer in 1972. Then he was assigned to the Office of African

**Signs of the times**

*In the lobby of a Moscow hotel, across from a Russian Orthodox monastery: "You are welcome to visit the cemetery where famous Russian and Soviet composers, artists and writers are buried daily except Thursday."*

—From the Bulletin of Diplomatic and Consular Officers, Retired □

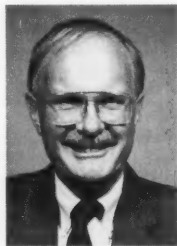
Affairs, Bureau of Intelligence and Research, 1974-76, and the Office of the Under Secretary for Political Affairs, 1977-78.

In 1978 Mr. Moose became deputy director of the Office of Southern African Affairs. He was an international affairs fellow at the Council on Foreign Relations, 1979-80. He was assigned to the U.S. mission to the United Nations in New York as deputy political counselor in 1980. In 1983 he became chief of mission in Benin. He was deputy director, then director, of the Office of Management Operations, 1986-88.

Mr. Moose was born in New York on June 23, 1944. He received a bachelor's from Grinnell in 1966. His foreign languages are French and Vietnamese. He has received three performance pay award awards, a Meritorious and two Superior Honor Awards. He is a member of the American Foreign Service Association, the Council on Foreign Relations and the American Association of Black Ambassadors. He is married to the former Judith R. Kaufmann. □

**A. Peter Burleigh: counter-terrorism**

President Bush has announced his intention to nominate A. Peter Burleigh, principal deputy assistant secretary for intelligence and research, as State's coordinator for counter-terrorism, with the rank of ambassador. He would succeed Morris D. Busby. The nomination would require Senate confirmation.



Mr. Burleigh

Mr. Burleigh has been principal deputy assistant secretary since 1989. He joined the Foreign Service in 1967 and went to Colombo as political officer the following year. He served on the Nepal and Sri Lanka desk, 1970-72. He became political officer in Calcutta in 1972 and economic and commercial officer in Manama in 1975. He was a congressional fellow, 1977-78, before becoming deputy director of the Office of Arabian Peninsula Affairs in 1978. Then he was legislative management officer for the Near East and South Asia, 1979-80.

Mr. Burleigh became deputy chief of mission in Kathmandu in 1980. He returned to Washington as deputy director of the Office of Analysis and Research for the Near East and South Asia in 1982, then served as director, Office of Northern Gulf Affairs, 1985-87. He was deputy assistant

secretary for the Persian Gulf and North Africa, 1987-89.

Mr. Burleigh was born in Los Angeles on March 7, 1942. He received a bachelor's from Colgate in 1963. Before joining the Service, he was a Peace Corps volunteer in Nepal, 1963-65, and a Fulbright scholar there, 1966-67. He speaks four foreign languages—Nepali, Bengali, Hindi and Sinhalese. He has received a Senior Foreign Service Presidential Award and four Senior Foreign Service performance awards. □

**People at State**

Ruth L. Willow is now director of the Allowances Staff, Bureau of Administration ... President Bush has announced his intention to nominate David A. Colson for the rank of ambassador during his tenure as deputy assistant secretary for oceans and fisheries affairs ... Bruce W. Clark has assumed duties as deputy assistant secretary for operations, Bureau of Administration ... Melinda L. Kimble has become deputy assistant secretary for international development and technical specialized agency affairs, Bureau of International Organization Affairs ... James N. Allison III is the new White House liaison officer, based in the Bureau of Public Affairs ... Laurence Pope has become principal associate coordinator for counter-terrorism ... Phyllis E. Oakley is deputy assistant secretary for regional analysis, Bureau of Intelligence and Research ... Joseph Warner is now director of the diplomatic motor vehicle program, Office of Foreign Missions. ■



**FOREIGN SERVICE INSTITUTE**—At seminar for ambassadors-designate and their spouses, left to right (sitting): Nina M. Barkley, Marilyn Cheshes, Brandon Grove Jr., Tony Motley, June M. Kronholz, Holly Kim-

mitt. Standing: Mary C. Kamman, Curtis W. Kamman (Chile), Richard C. Barkley (Turkey), Gladys Chun, Martin Cheshes (Somalia), John R. Davis Jr. (Romania), Helen C. Davis, Michael Kozak (El Salvador), Eileen Kozak,

Robert S. Pastorino (Dominican Republic), Frances V. Pastorino, Edward Gibson Lanpher (Zimbabwe), Robert M. Kimmitt (Germany).



## News Highlights

### Survey of sexual harassment at State is released

Report is leading to new awareness efforts

**A** NEW SURVEY conducted for State by an outside contractor has concluded that sexual harassment is a problem confronting some employees, in the United States and overseas. The report, completed in response to a congressional mandate, is prompting fresh and expanded efforts by the Department to address the problem.

"The findings are very constructive and helpful," said Audrey F. Morton, deputy assistant secretary for equal employment opportunity and civil rights. "You are going to hear more about this because it is getting attention at the highest levels in the Department. Among other things, there is going to be expanded training at the Foreign Service Institute, and new audio-visual materials will be made available for use in the bureaus and at overseas posts to heighten sensitivity on this subject."

Working with Ms. Morton and an advisory committee of senior Department

#### **'18% of females, 4% of males reported unwanted attention'**

employees that she appointed, the contractor developed a questionnaire that was sent to 4,000 randomly selected full-time American employees. Among the 1,722 who responded, 18% of the females and 4% of the males reported that they had experienced unwanted attention of a sexual nature over a 24-month period, ranging from one to five times. Colleagues were most frequently cited as the perpetrators, with supervisors as the second most frequently cited group. The behavior most frequently complained about was "deliberate and unwanted comments of a sexual nature," including jokes and innuendo. Some employees cited the possible denial of a promotion or the promise of special privileges, expressed or implied, as the duress primarily used to ensure compliance with the unwanted sexual attention.

For the purposes of the study, sexual harassment was defined as "deliberate or repeated unsolicited verbal comments, gestures, physical contact or material of a sexual nature, which are considered to be unwelcome by the recipient."

In an earlier survey, questionnaires were sent to 13,000 Government employees by the U.S. Merit Systems Protection Board, with 50% replying. This data showed that at State, USIA and AID, collectively, 52% of the females and 12% of

the males said they had been subjected to sexual harassment. This was a higher rate than that reported at any Government agency, and the findings sparked the congressional mandate, which was made part of the Foreign Relations Authorization Act for fiscal years 1990-91.

"I don't think any meaningful conclusions can be drawn by comparing one study with the other," Ms. Morton said in an interview with STATE. "You can cite the scientific approach used in our study and the change in the climate of the workforce as possible influences for the responses we received. But what is really important and relevant is the fresh substantiation we now have that harassment, in any form and at any rate, is occurring at State, and that is unacceptable. I don't mean unacceptable just to me and to the people who are victims. I mean unacceptable to Secretary Baker, to Deputy Secretary Eagleburger and to the rest of the leadership. The Secretary has already issued a policy statement on this matter, and he is going to be issuing a new one shortly." [See below.]

Ms. Morton added: "It is not to the point whether the problem is worse or better at State than at some other agencies. That doesn't address the standards of conduct we

expect from all State employees. What should concern us is that we do have a problem, domestic and overseas, and we have to work on it. I think that with some awareness training, when we learn to recognize harassment for what it is, we will have gone a long way toward stopping it."

The report on the survey at State said: "Agencies throughout the Government have conducted formal and informal studies to assess the incidence rate of sexual harassment within the structure of their organization... USIA conducted a study in 1989 and found that 24% of its employees had been victims of some form of sexual harassment during the previous two years. The victimized population was further defined as 'much more likely to be women (42% vs. 13% of the men).'"

"The U.S. Naval Academy reported that 'approximately one-third of male midshipmen and brigade officers and two-thirds of the female midshipmen and brigade officers believe sexual harassment is a problem.'"

The State contractor asserted that the 43% response rate to the questionnaire was "acceptable, given (that) a major portion of the study was conducted during the Gulf crisis. Many of the participants who were at

#### **Baker: 'Such behavior is a serious violation'**

Secretary Baker has issued an open letter addressed "to my colleagues in the Department of State." The text follows:

"On May 15, 1991, the Department issued a report entitled 'Sexual Harassment Study for the U.S. Department of State.' The study concluded that the Department has a clear and concise policy prohibiting sexual harassment and well-established formal complaint channels for reporting sexual harassment incidents.

"Nevertheless, I wish to reaffirm the Department's policy. The sexual harassment of any employee of the Department of State will not be tolerated.

"Sexual harassment is defined as (1) influencing, offering to influence or threatening the career, pay or job of another person—female or male—in exchange for sexual favors; or (2) deliberate or repeated offensive comments, gestures or physical contact of a sexual nature in a work or work-related environment.

"Such behavior is a serious violation

of the standards of conduct that I expect from all employees engaged in the work of the Department of State. Sexual harassment serves to undermine the integrity of the employment relationship, debilitates morale and interferes with work productivity.

"Individuals who are sexually harassed by managers, co-workers or peers should make it clear that such behavior is offensive and report the harassment to the appropriate managerial level. It will be the responsibility of every manager and supervisor to ensure that any instance of sexual harassment is addressed swiftly, fairly, and effectively. Complaints of sexual harassment may be filed under the established Department E.E.O. procedures and guidelines.

"I know that each of you will join me in maintaining the highest professional standards while conducting the important work of foreign diplomacy and in making sure that our workplace is free of sexual harassment."

—JAMES A. BAKER III □

overseas posts were relocated—preventing the questionnaires from reaching them in a timely manner. Hence, 34% of the respondents were from overseas posts, while 62% were from domestic offices... (The) 43% is higher than the Department's previous rate of response to studies of a similar nature."

More than half of those replying at State said they did not believe that the problem was more prevalent "within the Department than it was at any other organization of comparable size and complexity," and more than half said they personally did not

**'More than half said they did not believe State had a high incidence of harassment'**

believe that the Department had a high incidence of harassment. Still, the report continued:

"Five percent of the respondents reported that there are work units, divisions, bureaus, offices or foreign posts where sexual harassment is known to occur. Of that 5%, 3% listed from one to three locations. The list of suggested locations was not included in this report as there was no way to verify the validity of the claims. The intention here was not to create a 'witch hunt,' but rather, to determine if certain work units, divisions, bureaus, etc., have become notorious for sexually harassing conduct, and if employees viewed them as such, by consistently listing the same work areas. There were approximately 15 locations identified, of which 3 were listed consistently."

In addition to the "deliberate and unwanted comments" that included jokes and innuendo, there were complaints about unwanted gestures, which included "suggestive looks," and unwanted physical contact consisting of "brushing against, patting and cornering." The report added:

"Deliberate and unwanted material of a sexual nature was exhibited in the form of magazines. The respondents who reported the use of additional types of materials indicated that art work, comics, and sexually related news items taken from wire reports were also used as a form of harassment."

The report continued: "The majority of the female victims were between 30 and 49 years of age. The highest percentage was in the 30 to 39 year age bracket. Seventy-two percent were of nonminority status, 25% of minority status. The highest percentage was single (43%), followed by married respondents who totaled 38%. The larger percentage had been employed by the Department from 1 to 10 years. Respondents assigned to domestic offices comprised 56%, while

42% were assigned to overseas posts. There were 66% in nonsupervisory positions and 54% were Foreign Service personnel. The majority of the female victims described the perpetrator as a nonminority, male (95%), Foreign Service supervisor, between the ages of 40 and 49, who was assigned to an overseas post. This description was created by selecting the descriptors with the highest percentages.

"Male victims were between 30 and 49 years of age. The highest percentage were in the 30 to 39 years age bracket. Respondents with nonminority status represented 47%; 40% were of minority status. Of the respondents, 70% were married, 17% single. The highest percentage had been employed by the Department for between 1 and 10 years. Of the male victims, 57% were from domestic offices and 40% from overseas posts. The majority of the male victims (57%) held nonsupervisory positions; while 63% were Foreign Service personnel. When male victims described the perpetrator, the percentages were too narrowly dispersed to formulate a meaningful description. The only definitive statement that can be made is that 90% of the perpetrators were females between the ages of 40 and 49.

"Both female and male victims re-

ported that expressed and implied duress or leverage were used by the perpetrators in an attempt to ensure compliance. 77% of the females and 100% of the males reported that none of the threats or promises were carried out.

"When asked how long did the unwanted sexual attention continue, the larger percentage of females and males indicated that their experience lasted one week or less. This was followed by one to two months, then one year or more. A small percentage of females and males reported that they were currently receiving unwanted sexual attention from the same person. An even smaller percentage reported that they are now the focus of unwanted sexual advances from another person.

"The majority of male victims reported that they were not adversely impacted by the experience of unwanted sexual attention. The remainder of the males and a majority of the females indicated that they were emotionally upset more than usual, their morale was lower, they felt anxious about coming to work, and felt self-conscious in the presence of other workers. In written comments, a small percentage reported that they became stressful to the point of needing medical attention.

—(Continued on Page 52)



Sexual harassment advisory panel meets with Audrey F. Morton, seated, left. Next to her is Jill Kent, the Department's chief financial officer. Standing, from left: Marshall L. Casse, staff director, Board of Examiners for the Foreign Service; Carole Jackson,

economic officer, Office of Special Trade Activities; Theresa A. Manly, director, Office of Civil Service Personnel Management; Lange Schermerhorn, deputy director, Office of Career Development and Assignments, Bureau of Personnel.

## Honors and Awards

### \$5,000 equal opportunity award goes to Hicks of African Affairs

Hughes, Scassa, Swihart are runners-up

**I**RVIN HICKS, deputy assistant secretary for African affairs, is the 1990 winner of the \$5,000 Equal Employment Opportunity Award. He received a certificate signed by Secretary Baker at a ceremony in the Loy Henderson Conference Room, July 9.

Edward J. Perkins, director general of the Foreign Service and director of personnel, congratulated Mr. Hicks and nine others for their efforts, and read an address that was to have been delivered by Deputy Secretary Lawrence S. Eagleburger, who was ill that day.

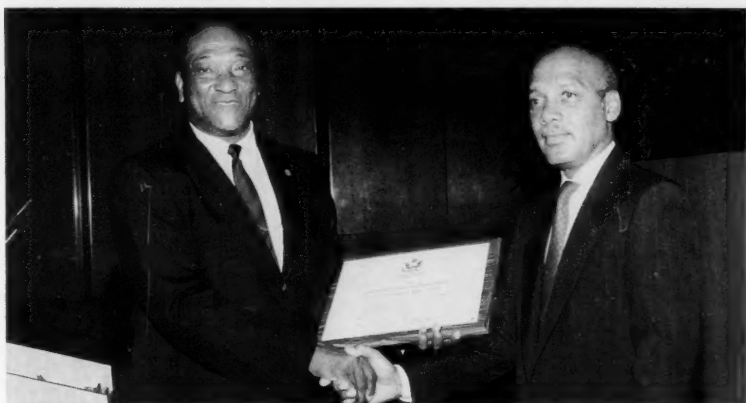
Three runners-up were honored—Charles Hughes Jr., deputy director, Office of the Executive Director, Office of the Secretary; Eugene L. Scassa, ambassador to Belize; and James W. Swihart Jr., director, Office of Eastern European and Yugoslav Affairs. They received certificates of appreciation from Audrey F. Morton, deputy assistant secretary for equal employment opportunity and civil rights.

Six others who were nominated for the award were also cited for their contributions: Peter Knecht, Bureau of Public Affairs; Kenneth Lopez, Bureau of Diplomatic Security; Sharon Miles, Bureau of Economic and Business Affairs; John Tefft and Alexander Vershbow, Bureau of European and Canadian Affairs; and Sanford Watzman, *STATE* magazine. These individuals received letters of appreciation.

Ms. Morton chaired an award panel that included Mr. Perkins; Sheldon Krys, assistant secretary for diplomatic security; Richard H. Solomon, assistant secretary for East Asian and Pacific affairs; Andrew Winter, deputy assistant secretary for African affairs; and John H. Adams, deputy assistant secretary for visa services.

#### 'Deeply important to ... Baker'

The Eagleburger address said: "I would hope that most Department employees would know by now that equal employment opportunity issues are deeply important to me personally, as they are to Secretary Baker. After more than two years in my current job, I can tell you that translating equal employment opportunity principles into results is primarily a function of management. We must have managers who are, first of all, sensitive to and committed to the goal of a more diverse workforce. We must have managers who want to train and develop personnel so that equal *advancement* opportunity becomes a reality. And we



Irvin Hicks, right, with Edward J. Perkins. (State Department photo by Ed Anderson)

must have managers who are held accountable for the promotion of equal employment opportunity within their areas of responsibility.

"Today we are honoring individuals who have made equal employment opportunity a fact of office life. They have not merely nodded in silent agreement to the usual platitudes we so often hear, but instead have acted on their beliefs. I was struck by the fact that those who nominated you—subordinates as well as supervisors— noted that you were sensitive human beings, committed to the welfare of those around you. All of your efforts have had an immeasurable impact on morale, loyalty and esprit de corps."

#### Hicks: '(he) instilled sensitivity'

Mr. Hicks was nominated for the top honor by Herman J. Cohen, assistant secretary for African affairs, who wrote: "Irvin Hicks' proactive equal employment opportunity efforts have given the Bureau of African Affairs an outstanding record in equal employment opportunity matters, a diverse multi-ethnic workforce, both in Washington and at our 52 overseas posts, and a broad-based commitment to improve that record further in the years to come. Ambassador Hicks, whose responsibilities as deputy assistant secretary include bureau-wide personnel matters, has worked tirelessly not only to identify and recruit qualified minority candidates for career-enhancing positions, but has instilled a strong equal

employment opportunity sensitivity among the entire bureau family.

"The bureau has a special responsibility to ensure that the conduct of our diplomacy in the region reflects in every respect our national commitment to racial and ethnic equality. Race and ethnicity are issues of primary political significance not only in South Africa but in most other countries of the region. Ethnic tensions are at the root of strife, conflict and even civil war in half a dozen African countries today. Against this backdrop, the projection of the U.S. values of racial equality and tolerance are vital to the success of our diplomatic mission. Irv Hicks has been instrumental in ensuring that the bureau meets the challenge of truly representing the resilient diversity of the United States. The fact that among the 45 U.S. chiefs of mission in Africa today there are seven minorities (16%) and six women (13%) is due to his relentless pursuit of the highest standard of equal employment opportunity performance. Likewise, within the bureau, 12 of 13 desk officer positions are filled by women or minorities. We are proud of our record, but there is much more work to be done. Hardly a senior bureau staff meeting takes place without a reminder from Irv Hicks about the importance of equal employment opportunity issues in our bureau goals.

"Ambassador Hicks is forthright and frank in his defense of equal employment opportunity priorities. Yet his promotion of these priorities is made effective through his quiet, consensus-oriented style and excellent interpersonal skills. He is an outstanding candidate for the Department's

## HONORS AND AWARDS

equal employment opportunity award, exemplifying our commitment to the principles of equality, opportunity and fairness."

### **Hughes: 'service as a mentor'**

Mr. Hughes was nominated by Patrick Kennedy, administrative officer in the Senior Seminar, for counseling co-workers and others, and for drawing attention to equal employment opportunity concerns at State. Mr. Kennedy said: "He is always willing to sit down with, counsel and help anyone in need of assistance. His service as a mentor

### **'Projection of U.S. values (is) vital to the success of our diplomatic mission'**

and role model has had a positive effect on the lives and careers of many people. His work as an officer of the Thursday Luncheon Group has been instrumental in bringing issues of import to the attention of senior Department officials. Asked by the Executive Secretary to follow up on the question of sexual discrimination and harassment at the Department, he developed a questionnaire to measure the degree to which these problems existed. This was followed up by a second questionnaire and a presentation by the Office of Equal Employment Opportunity and Civil Rights to Executive Secretariat officials."

### **Scassa: 'creating a new image'**

Mr. Scassa, who was executive director of the Bureau of Inter-American affairs before becoming ambassador to Belize last year, was nominated by Bernard Aronson, assistant secretary of the bureau, for promoting women and minorities there. Mr. Aronson said:

"Gene has made great strides in creating a new image for the bureau as a place where attractive career opportunities exist at all levels. Over the past three years, for example, 20% of our principal officer positions were encumbered by minorities and women. Twenty-five percent of section chiefs overseas were minorities and women. And in the executive office, 8 of 12 key positions are encumbered by minority and women officers." Mr. Scassa was also credited with bringing a large number of Upward Mobility Program graduates into the bureau and serving on a committee which recommended career advancement opportunities for secretaries.

### **Swihart: 'nontraditional roles'**

Mr. Swihart was nominated by his secretary, Darlene Namahoe, on behalf of the Office of Eastern European and Yugoslav

Affairs, for assisting employees there. Ms. Namahoe said: "Mr. Swihart recruited support staff from all segments of the population (including) a native American, an Amerasian, a Balkan of Jewish descent, Latin and African-Americans. He also recruited employees for nontraditional roles, such as a male secretary, as well as women for key positions. Half of the six country desks—coveted jobs—have gone to women officers. The incoming deputy director will be female as well." Mr. Swihart was also credited with creating two program assistant positions for employees who went on to receive Meritorious Honor Awards, and for assigning greater responsibilities to secretaries, which led to their promotions. Ms. Namahoe said: "Mr. Swihart has encouraged all members of his staff—officers and support staff alike—to exceed even their own expectations."

### **Other nominees**

Among the other nominees, Mr. Knecht was cited for revising Department publications to reflect more accurately the achievements of women and minorities; Mr. Lopez for his role in awarding contracts to minority-owned firms for services to the Department; Ms. Miles for counseling 35 employees on equal employment opportunity issues; Mr. Tefft and Mr. Vershbow for working as a team to recruit minorities and women; and Mr. Watzman for helping to promote equal employment opportunity with the magazine as a vehicle.

### **Eagleburger: 'more to be done'**

The Eagleburger address, directed at this point toward the awardees, continued: "Your innovative actions do not excuse Department management from redoubling its own efforts to make equal employment opportunity the reality it must become. We have made some progress. Much more remains to be done. Since last year, we have in place an equal employment opportunity sensitivity course for all new managers at the GS-13/15 and FS-1/2 levels. At my request, the Foreign Service Institute will be instituting this fall an equal employment opportunity course for senior managers. All bureaus must enroll at least one deputy assistant secretary plus the bureau executive director. It is my hope that this type of front office attention to equal employment opportunity issues will translate into sustained and active bureau commitment to make equal employment opportunity part of our standard operating procedures.

"We have also made some progress in

recruitment. Ed Perkins has developed an informal network that includes colleges and universities with significant minority enrollment, which will result in increased minority hiring. In 1992 we will institute the first phase of a student scholarship program designed to identify qualified minority and other students who, in exchange for tuition assistance, will commit to a period of postgraduation employment with the Department. We expect this program to benefit as many as 20 students once it is in full swing.

"Clearly, our efforts must not stop here. Recruitment alone is not the answer. We must also find ways to make maximum use of individual employee strengths. We do not want merely to bring people into the system; we want to change the system so that talent is identified and talent is rewarded.

"You have my word that we will do our utmost to follow your lead in being even more innovative as we try to bring out the best in all our employees."

### **A word from an intern**

After the deputy secretary's statement, Karen Denise Smith, a minority student intern in the Bureau of Administration, addressed the audience. She said: "As I look around this room, I don't just see ordinary people. I see role models, motivators and those who strive for excellence in public service. This mentoring process is an exceptional one. I know, because I am the beneficiary of that extra time, caring and love that persons such as these have unselfishly given. I have worked for the State Department for three summers now, and individuals here have taken a special interest in me and given me guidance in targeting my career goals." ■



This new postage stamp, issued at Secretary Baker's request to commemorate the 30th anniversary of the treaty, was unveiled in the Department at a ceremony attended by some 250 persons, including Mrs. Paul Daniels, widow of the U.S. ambassador who negotiated the treaty.

## Foreign Service Families

### Valiant try by an administrative officer

But he's defeated by a seven-year-old

BY HAROLD E. VICKERS

**I**N THE EARLY 1980s, one of the unusual and pleasant extracurricular activities that Buenos Aires administrative officers were called upon to perform was to brief the embassy Cub Scouts on "Personal Career Development." These symposiums were usually initiated by the career-advancing question: "Whattya wanna be when you grow up?"

There were, of course, the usual Cub Pack replies, such as: "Nothing." "Swimming champion." "Baseball player." "I dunno."

One member of the pack, however, was always emphatic, quick to reply and totally decisive as to his professional future. Like a broken record, Cub Dane Crawford, then age 7, would always jump to his feet and let half of Argentina know: "I'm gonna be a pilot, an American fighter pilot!"

Naturally, to a seasoned admin officer like me, such an un-Foreign Service reply (Daddy John Crawford was the economic counselor; Mama Ave Crawford was the community liaison officer) was like a blow to the bureaucratic solar plexus.

Such disloyalty from a youthful Foreign Service family member would invariably lead me to conduct a homily on "The High Nobility of Pursuing a Foreign Service Career in the Field of Administration." I pointed out that, if flying was what Dane wanted, all of us admin officers are exceedingly ethical creatures and, in the end, the majority of us eventually develop wings and, for the remainder of eternity, pilot ourselves all over the sky.

Too, rather than being a pilot, a pack member should give serious consideration to the high reputation which devolves upon the head of admin officers (as opposed to the ordinary pilot, upon whom the only thing that devolves is a flight cap). In fact, some admin officers are so well-known that when they simply enter an embassy reception, other employees start to fall back and gravitate to the garden.

But Dane refused either to accept my cold logic or to profit from the eternal truth presented to his pack by an enlightened elder. When he was backed into a corner by the simple question: "Dane, could you give one good reason why you would rather be a pilot than a noble admin officer?" he would state: "I wanna shoot guys down!"

To such reasoning, my reply was, of



The combatants, in the days when they were having it out. The woman, an Argentinian

national, was an innocent bystander.

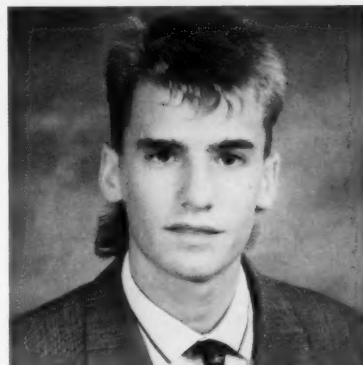
course, simple: "Dane, if that is your justification, then you are getting into the wrong field. Admin officers shoot people down 24 hours a day—year-in, year-out. We shoot down ambassadors, deputy chiefs of mission, everybody. A day hardly passes but what some Foreign Service family member doesn't fail to note: 'I got shot down by the darn admin officer!' Even before the admin officer arrives at a new post, people start to whisper: 'He's good at shooting people down.'"

Dane: "I'm gonna be a pilot, I'm going to the Air Force Academy and fly."

"Look, Dane, how many pilots are there in the world? A zillion? In all the Foreign Service there are probably no more than 300 admin officers—a very rare, elite group. In fact, at the embassy, everyone wants to be in admin. Every deputy chief of mission ever born wants to be the admin officer; even some ambassadors try to be. Heaven knows all the community liaison officers want to take over admin."

Dane: "I want to be a pilot, and you can't stop me!"

"Look at the statistics, Dane. Each year 26,000 persons apply to the academy. You must be nominated by your congressman, have a straight A average and be in better shape than Superman. Also Dane, don't forget: you flunked your knot-tying exam last month; your odds are slim. Do you think the Air Force wants someone to fly its airplanes who can't even tie a knot?"



Dane Benton Crawford, as he appears today.

Dane: "I'm gonna be a pilot!"

With Dane always having the last word, the Cub Pack would adjourn, and this defeated admin officer would return to the embassy, wondering why he kept losing verbal battles with a seven-year-old who couldn't even pass his knot test.

*Postscript:* Last May 5, Cub Scout Dane Benton Crawford, born October 31, 1973, now living in McLean, Va., was nominated by Congressman Frank Wolf (R.-Va.), and accepted as a cadet to the U.S. Air Force Academy.

Also, following his recent retirement, the admin officer, now living in Albuquerque, flunked his private flying exam.) ■

# Education and Training

## Members of the Senior Seminar visit the Soviet Union

They talk with officials there (before the coup)

### Schedule of courses at the Foreign Service Institute

Program	Oct.	Nov.	Dec.	Length
<b>Area studies: intensive courses</b>				
Africa, sub-Sahara (AR 210)	15	—	—	2 weeks
East Asia (AR 220)	15	—	—	2 weeks
Latin America (AR 230)	15	—	—	2 weeks
Near East and North Africa (AR 240)	15	—	—	2 weeks
China (AR 250)	—	4	—	2 weeks
South Asia (AR 260)	15	—	—	2 weeks
Southeast Asia (AR 270)	15	—	—	2 weeks
U.S.S.R./eastern Europe (AR 280)	15	—	—	2 weeks
Western Europe (AR 290)	15	—	—	2 weeks
<b>Area studies: advanced courses</b>				
Andean (AR 533)	These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.			
Arabian peninsula (AR 541)				
Balkans (AR 583)				
Benelux (Netherlands) (AR 595)				
Brazil (AR 535)				
Central America/Spanish Caribbean (AR 532)				
East Central Europe (AR 582)				
Eastern Africa (AR 511)				
Fertile Crescent (AR 542)				
Francophone Africa (AR 513)				
French-speaking Europe (AR 592)				
German-speaking Europe (AR 593)				
Greece/Cyprus (AR 589)				
Haiti (AR 536)				
Iberia (AR 591)				
Insular Southeast Asia (AR 571)				
Italy (AR 594)				
Japan (AR 522)				
Korea (AR 523)				
Lusophone Africa (AR 514)				
Mainland Southeast Asia (AR 572)				
Mexico (AR 531)				
Mongolia (AR 524)				
Northern Africa (AR 515)				
China/Hong Kong/Taiwan (AR 521)				
Scandinavia (Nordic countries) (AR 596)				
South Asia (AR 560)				
Southern Cone (AR 534)				
Southern Africa (AR 512)				
Turkey (AR 543)				
U.S.S.R. (AR 581)				
<b>Language and advanced area courses</b>				
French (LFR 100)	28	25	—	24 weeks
German (LGM 100)	28	—	—	24 weeks
Italian (LJT 100)	28	—	—	24 weeks
Portuguese (LPY 100)	28	—	—	24 weeks
Spanish (LQB 100)	28	25	—	24 weeks
<b>Familiarization and short-term (Fast) courses</b>				
Arabic (Egyptian) (LAE 200)	28	—	—	8 weeks
Arabic (modern) (LAD 200)	28	—	—	8 weeks
Arabic (North African 200)	28	—	—	8 weeks
Bulgarian (LBU 200)	28	—	—	8 weeks
Chinese (LCM 200)	28	—	—	8 weeks
Czech (LCX 200)	28	—	—	8 weeks
Finnish (LFJ 200)	28	—	—	8 weeks
French (LFR 200)	28	—	—	8 weeks

—(Continued on next page)

BY JON A. WIANT

The following was written before the unsuccessful putsch in mid-August.

**H**OW'S THIS for timing? After some nine months in the Senior Seminar, where our focus much of the time was on U.S. domestic concerns, 16 of us from the State Department wound up our academic year with a trip to Leningrad, Moscow and Tbilisi. This was at the end of May, when spreading instability in the Soviet republics raised serious security concerns about our itinerary, particularly the visit to Tbilisi, where Georgia's declaration of independence seemed sure to provoke a civil war. A likely spring summit further complicated our planning. Finally, there was the fire at Embassy Moscow.

With Foreign Service Institute director Brandon Grove, seminar dean Robert Pugh, associate dean Gerri Casse and 15 classmates from other U.S. Government agencies, we arrived at Pulkovo Airport in Leningrad in the wee hours of the morning. Too late to make it across the drawbridge to our hotel, we worked in a night tour of the deserted streets, which gave us a rather



At the Leningrad shipyard, from left: seminar members Wayne Leininger of State and Michael Knapp, Federal Bureau of Investigation (both with neckties visible); a Soviet guide; State's Anne Hackett and Jon Wiant; USIA's Richard Schoonover; State's William Rooney.

—(Continued from preceding page)

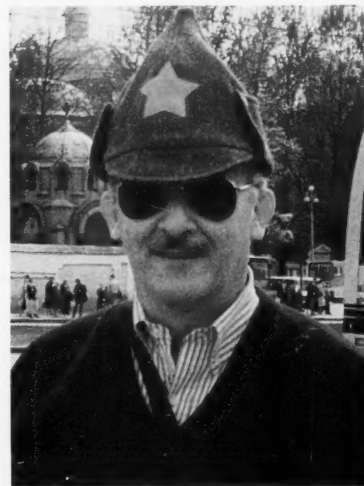


Seminar member Anne Hackett in Leningrad.

good introduction to the desolation of a decaying regime.

With a couple of hours of rest, we then plunged into a whirlwind of activities. Leningrad, the most western of Soviet cities and historically a center of political ferment, was awash in change. The evidence was apparent on every corner. Political demonstrations in the streets, the demonstrators running the gamut from reformed Communists to monarchists who were parading under the Romanov flag, were

—(Continued on next page)



The author on the streets of Leningrad.

Program	Oct.	Nov.	Dec.	Length
German (LGM 200)	28	—	—	8 weeks
Hebrew (LHE 200)	28	—	—	8 weeks
Hungarian (LHU 200)	28	—	—	8 weeks
Italian (LJT 200)	28	—	—	8 weeks
Japanese (LJA 200)	28	—	—	8 weeks
Korean (LKP 200)	28	—	—	8 weeks
Norwegian (LNR 200)	28	—	—	8 weeks
Polish (LPL 200)	28	—	—	8 weeks
Portuguese (LPY 100)	28	—	—	8 weeks
Romanian (LRQ 200)	28	—	—	8 weeks
Russian (LRU 200)	28	—	—	8 weeks
Serbo-Croatian (LSC 200)	28	—	—	8 weeks
Spanish (LQB 200)	28	—	—	8 weeks
Thai (LTH 200)	28	—	—	8 weeks
Turkish (LTU 200)	28	—	—	8 weeks

#### Early-morning language classes

Arabic (formal spoken) (LAD 300)	7	—	—	17 weeks
Chinese (standard) (LCM 300)	7	—	—	17 weeks
French (LFR 300)	7	—	—	17 weeks
German (LGM 300)	7	—	—	17 weeks
Italian (LJT 300)	7	—	—	17 weeks
Japanese (LJA 300)	7	—	—	17 weeks
Portuguese (LPY 300)	7	—	—	17 weeks
Russian (LRU 300)	7	—	—	17 weeks
Spanish (LQB 300)	7	—	—	17 weeks

#### Administrative training

Budget and financial management (PA 211)	21	—	—	27 days
C.F.M.S. training (PA 150 through PA 155)*				
General services operations (PA 221)	7	4	2	12 weeks
	21	—	9	12 weeks
	28	—	16	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	—	18	—	3 days
How to be a contracting officer's representative (PA 130)				Correspondence courses
How to write a statement of work (PA 134)				Correspondence courses
Internal control training (PA 137)	28	—	—	2 days
Personnel management training (PA 231)	28	—	—	7 weeks
Property management for custodial officers (PA 135)	—	14	—	2 days
Travel system training (PA 132)	—	—	2	3 days

\*Classes through October. Limited space. Special registration procedures required, contact Registrar's Office, 875-7103.

#### Consular training

ConGenRoslyn basic consular course (PC 530)				Continuous enrollment	26 days
Consular orientation program (PC 105)				Continuous enrollment	6 days
Immigration law and visa operations (PC 102)				Correspondence course	
Nationality law and consular procedure (PC 103)				Correspondence course	
Overseas citizens services (PC 104)				Correspondence course	
Passport examiners (PC 110)				Correspondence course	

#### Curriculum and staff development training

Basic facilitation and delivery (PD 513)	—	20	—	3 days
Design and evaluation workshop (PD 511)	16	—	—	3 days

#### Executive development

E.E.O. awareness for managers and supervisors (PT 107)	—	21	9	2 days
Executive media training (PT 101)	—	21	—	1 week
Foreign affairs leadership seminar (PT 119)	27	—	—	2.2 weeks
Introduction to management skills (PT 207)	21	—	—	4 days
Program directors' management seminar (PT 106)	16	—	—	3 days
Supervision for the experienced supervisor (PT 121)	9	—	—	3 1/2 days

—(Continued on next page)

## EDUCATION AND TRAINING

—(Continued from preceding page)

Program	Oct.	Nov.	Dec.	Length
Washington tradecraft (PT 203)	28	—	—	2 weeks
<b>Information management training</b>				
Introduction to Lotus 1-2-3 (PS 118)	—	6	—	2 days
Introduction to the personal computer (PS 111)	—	3	—	3 days
<b>Office management courses</b>				
Advanced word processing (PK 103)	21	12	9	3 days
Advanced WP Plus (PK 154)	28	—	16	2 days
Better office English: oral (PK 226)	21	—	2	30 hours
Better office English: written (PK 225)	—	4	—	40 hours
Civil Service secretarial training for entering personnel (CS-Step) (PK 104)	28	25	9	2 weeks
Drafting correspondence (PK 159)	—	18	—	1 week
Decision processing (PK 152)	25	—	13	1 day
Employee relations (PK 246)	—	25	—	2 days
Foreign Service secretarial training (PK 102)	8	—	—	2.6 weeks
Glossary (PK 151)	24	15	12	1 day
Secretarial statecraft (PK 108)	3	—	—	2 days
Senior secretarial seminar (PK 160)	—	13	—	3 days
State Department knowledge, information and learning for secretaries (PK 108)	—	18	—	4 days
Telephone techniques (PK 141)	—	12	—	1 day
Wang office: Part 1 (PK 161)	—	25	—	½ day
Writing effective letters and memos (PK 241)	7	—	—	5 days
<b>Orientation</b>				
Orientation for Department officers (PN 105)	22	19	3	2 days
Orientation for Foreign Service officers (PG 101)	21	—	—	9 weeks
Orientation for Foreign Service specialists (PN 106)	10	21	—	3 weeks
Orientation for designated posts (PN 111)	21	25	—	1 week
<b>Overseas Briefing Center</b>				
American studies (MQ 115)	—	—	9	2 days
College admissions for the Foreign Service child (MQ 401)	31	—	—	1 day
Documenting our mobile experiences (MQ 701)	9	—	—	1 day
Employment planning (MQ 700)	7	—	—	1 week
English-teaching seminar (MQ 107)	28	—	—	3 days
Introduction to Foreign Service life (MQ 100)	—	—	2	1 week
Introduction to effective training skills for the Foreign Service spouse (MQ 111)	21	—	—	1 week
Life after the Foreign Service (MQ 600)	8	—	—	2 days
Marketing Foreign Service spouse talents (MQ 702)	10	—	—	1 day
Parenting Foreign Service students (MQ 501)	—	1	—	1 day
Post options for employment and training (MQ 703)	8	—	—	1 day
Security overseas seminar (MQ 911)	7	18	—	2 days
Protocol and representational entertaining (MQ 116)	21	—	9	2 days
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	—	—	11	1 day
Transition to Washington (families, singles, couples) (MQ 300)	—	20	—	3 days
Transition to Washington (teens) (MQ 301)	14	—	—	1 day
<small>Please check all October and November dates with the registrar (875-5918) or Overseas Briefing Center (875-5342) before enrolling, as some dates may change.</small>				
<b>Political training</b>				
Executive-congressional relations (PP 204)	28	—	—	2 days
Foreign affairs seminar (PP 104)	—	4	—	1 week
Human rights in the foreign policy process (PP 507)	—	4	—	1 day
	—	25	—	1 day
Human rights reporting (PP 506)	24	—	—	1 day
National security and arms control (PP 203)	21	—	—	3 days
Negotiations art and skill (PP 501)	—	—	2	1 week
Political tradecraft (PP 202)	28	—	—	3 weeks □

—(Continued from preceding page)

illustrative of the passion of the new politics and the forthcoming election.

Leningrad Mayor Anatoliy Sobchak, one of the new political luminaries rivaling Boris Yeltsin in popularity as a reformer, set aside two hours to meet with us. He candidly described the enormity of the problems he faced in orchestrating a peaceful transition to democracy. The political as well as economic costs of change are

### 'We met in the very room where the October Revolution began'

extraordinary, he said. While there is great popular attachment to the symbols of democracy, Mr. Sobchak said he worried that beneath the excitement of the moment, divisions over Leningrad's and Russia's future remained deep and threatening.

Our subsequent discussions with Leningrad Communist party first secretary

### Senior Seminar roster

Here are the State Department members of the 33rd Senior Seminar, with the assignments they held when they entered:

—L. Stuart Allen, director, Office of Energy-Consuming Country Affairs.

—Johnnie Carson, deputy chief of mission, Gaborone.

—Emil Castro, economic counselor, Buenos Aires.

—Peter R. Chaveas, consul general, Johannesburg.

—Martin L. Cheshes, deputy chief of mission, Nassau.

—Joan Ellen Corbett, political/economic counselor, Bern.

—Anne M. Hackett, administrative counselor, Amman.

—F. Allen Harris, consul general, Durban.

—Thomas L. Holladay, consul general, Buenos Aires.

—Patrick F. Kennedy, executive director, Executive Secretariat.

—James A. Larocco, minister-counselor for economic affairs, Beijing.

—Wayne S. Leininger, chief, Consular Career Development Division, Bureau of Personnel.

—Laurence E. Pope II, director, Office of Northern Gulf Affairs, Bureau of Near Eastern and South Asian Affairs.

—William Rooney, political officer, U.S. mission, Berlin.

—Russell J. Surber, director, junior officer assignments, Bureau of Personnel.

—Jon A. Wiant, deputy assistant secretary for intelligence coordination. □



Boris Gidaspov, who bills himself as a party reformer, produced a viewpoint that contrasted sharply with Mr. Sobchak's blueprint for change.

We met with Mr. Gidaspov in the very room where the October Revolution began, under a much-larger-than-life portrait of Lenin. We listened to his defense of communism and what he saw as the certainties of Marxism. The party bureaucracy is not going to yield its entrenched position easily, and Mr. Gidaspov was not prepared to concede the leading role of Lenin's own party to folks who would rename his city St. Petersburg.

The Baltic Naval Shipyard and the Science and Technology Corp. plant gave us a brief glimpse at the deteriorating industrial and technical foundations on which Russia's economic future rests. Directors of both enterprises saw their only hopes in joint ventures with the West and massive infusions of foreign capital.

Sadly, neither facility seemed much of an investor's dream. The shipyard resembled an Occupational Safety and Health Administration inspector's worst nightmare. But for those of us who have a keen interest in Soviet military hardware, it was an unexpected thrill to be alongside the Soviet's newest nuclear-powered missile cruiser. And it was a further mark of extraordinary change that, after some initial hesitation, our hosts let us snap pictures freely of this Kirov-class battle cruiser.

Consul general Richard Miles hosted a large reception for us, which gave us a chance to continue conversations with many of the political, military and economic leaders we had met during our short stay. We departed the residence, bags in tow, to catch the midnight train to Moscow, a trip made memorable by the thriving on-board free-market enterprise, the early-morning romps of a British rugby team down our corridors, and our own attempts to coexist with the primitive lavatories.

Embassy Moscow staffers turned out to welcome our morning arrival. Their political and economic briefings provided a most useful introduction to the range of calls we would make in Moscow. And lest any of us be lulled by the changes around us, embassy security officers reminded us that there were still adversaries out there, and that good security discipline remained an essential part of our stay.

Discussions in Moscow focused sharply on economic problems, though the forthcoming presidential elections in the Russian republic provoked a number of exchanges on the prospects for the Soviet political center. Fascination with the market



Senior Seminar member Johnnie Carson, left, helps make Georgian music.

economy was a constant theme but, like the meaning of "democracy," definitions of market economy were varied and contradictory, the only agreement being on the magnitude of the economic challenge. During our visit to the Institute for U.S.A. and Canada, Soviet "America watchers" had an

### **'Soviet "America watchers" had an opportunity to exchange insights'**

opportunity to exchange their insights with us.

The embassy, taking advantage of Mr. Grove's presence with our group, scheduled a panel discussion at the Diplomatic Academy, the Soviet equivalent of our Foreign Service Institute. This gave both sides a chance to compare views on topics ranging from the preparation of political officers and ensuring language training to what makes a good career in our respective foreign services.

Chargé Jim Collin's evening reception for us brought us together with many leaders whom we were not able to meet elsewhere. Mikhail Gorbachev's prospects and the fragility of the Union dominated discussions, though side-by-side with serious talks there was a spirited exchange on the qualities of the American spy novel, between a classmate and a former ranking KGB officer.

From Moscow to Tbilisi, it is about a 1,000 miles. But the cultural distance is far greater, and the political pull of Georgia away from the Moscow center accentuates the staggering dimensions of change confronting the Union. While our curiosity about the future of the nationalities put Tbilisi on our itinerary, little did we appreciate that our visit itself would become a small part of this process of change. The presence of Georgian Prime Minister Akaki Asatiani at the airport to welcome us was our first indication that the Georgians were perhaps reading more into the arrival of the 33rd Senior Seminar than we would have intended. In fact, the Georgians really never did come to terms with what the seminar is. What they saw as ambiguity led them to conclude we were the first official U.S. delegation to independent Georgia or, alternatively, we were official observers for their first presidential elections, scheduled for three days later.

Uncertainty over the meaning of our visit, however, did nothing to diminish legendary Georgian hospitality. Eight Chaika limousines waited to whisk us away on a full schedule of meetings and tours arranged by our Georgian hosts. With a full police escort ensuring our speedy transit through Tbilisi and the surrounding countryside, we joined deputy prime minister Murman Omansita at Government House, a mountaintop villa, for a five-hour banquet that rapidly immersed us in the "Balkan" world of Georgian politics. The produce of Georgian lands and Georgian wines flowed freely, punctuated by frequent exchanges of toasts. The Georgians creatively sought to extract from us a toast to their independence; we just as creatively avoided any toasts which might undercut American/Soviet policy. It was a useful dress rehearsal for the banquet the following night.

The next morning we had an audience with Zviad Gamsakhurdia, acting president of Georgia and the leading candidate in the forthcoming presidential election. In fact, the Georgian people became the audience for the meeting, since Georgian television filmed our two-hour session of generally probing questions and candid responses, and used it as the lead on the nightly news. While Moscow has not conceded Georgian independence, the Soviet hand was scarcely visible, and Gamsakhurdia and his key lieutenants spoke with the confidence of national leaders, not intimidated regional officials.

That evening, the mayor of Tbilisi joined the deputy prime minister in hosting a farewell feast for us. This exceeded the previous banquet in its offerings of food,

drink and entertainment. A Georgian band made up of recently-sacked Communist party officials played spirited Caucasian tunes, while our plain-clothes security escorts joined in Caucasian dances under the approving eyes of the Tbilisi chief of police, who seemed to have come directly from central casting.

Thirty exchanges of toasts—to the land, to the people, to the spirits, to democracy, to market economies everywhere, etc.—nearly exhausted our subjects.

It was left to Bentley Rayburn, our Air Force classmate, a fighter pilot, to cap the evening and our visit to Georgia. His toast to "the death of communism, may it rest in peace!" brought the whole group to the floor with exuberant shouts from the deputy prime minister and the commander of the Georgia militia, and even a grudging smile and uplifted glass from the local Communist party chief.

We left Tbilisi at sunrise en route to Brussels, an interim weekend in western civilization before the second part of our journey—a swing through eastern Europe and another perspective on change. ■



Senior Seminar member *Wayne Leininger*, right, foreground, at the Georgian banquet. Opposite him in foreground, facing camera,

are classmates *Robert L. Bullie*, left, National Security Agency, and *Bentley Rayburn*, Air Force.



**JAKARTA, Indonesia**—At installation of immigrant visa applicant control system, from left: *Peter Kaestner*, *Richard Livingston*,

Ambassador *John C. Monjo*, *Michael Makarau*, *Theresa Hebron*, *Risa Rosad*, *Melly Suwandhani*, *Carolyn Christian*, *Zainal Arifin*,

### Jessica, Leslie Vaughan are sentenced in court

Inspector general Sherman M. Funk has announced that a wife and husband both former Foreign Service employees, have been sentenced in the U.S. District Court at Alexandria, Va.

Jessica Vaughan, former consular officer at Embassy Port-of-Spain, was sentenced on July 26 on one felony count of making a false statement, in connection with the filing of a false claim against the Government. She falsified two travel vouchers by claiming \$6,091 for lodging to which she was not entitled. She was sentenced by Judge Claude M. Hilton to two months' home confinement with work release, and two years' supervised probation. In addition, she was fined \$1,000.

Leslie B. Vaughan, former communications officer at Embassy Port-of-Spain, was sentenced on July 23 by Judge W. Harris Grimsley on one misdemeanor count of filing a false writing with the Government. Mr. Vaughan submitted a travel voucher claiming \$1,720 for lodging expenses he did not incur. He was placed on one year's unsupervised probation and was fined \$1,000.

As part of negotiated plea agreements, each of the Vaughans made complete restitution and resigned from the Department of State. □

## Music at State

### Reviews: folk music and a clarinet duo in the East Auditorium

First program ends 'all too soon,' second was 'a pleasure'

BY STEVEN ALAN HONLEY

The author, a Foreign Service Officer in the Bureau of African Affairs, is the magazine's regular music by reviewer.

UNDAUNTED by the exceedingly low turnout for their July 10 recital in the East Auditorium, the "Mantle" trio presented an affecting program of traditional and contemporary music, mostly in the folk idiom. The most impressive aspect of the recital was the complexity of the Takoma Park-based group's arrangements. Dennis Hunt alternated between mandolin and guitar. Candy Krause sang. Rick Schmidt played



Mr. Honley

the viola (a welcome change from the seemingly ubiquitous violin).

Ms. Krause sang with only brief pauses for about half an hour. The first selection, "Jubilee," left no doubt that she was up to the task. In this piece, she was sensitively accompanied by mandolin and viola. The second selection, somewhat more upbeat, was entitled "The Dutchman." While Ms. Krause's strength lay in the contralto range, this piece demonstrated that her range extends well into that of the soprano. In addition to switching from mandolin to guitar, Mr. Hunt contributed a pleasant baritone harmony line.

The most familiar item on the program was Sydney Carter's "Lord Of The Dance," in a masterful arrangement (not credited, alas). It began a *cappella*, virtually whispered; the mandolin and viola then crept in, playing contrapuntal lines which enhanced the overall texture without overshadowing the verses.

Next came a ballad, "Last Night," which was probably the eeriest song of the afternoon. It was delivered with exquisite vocal control; in addition, Mr. Schmidt's soulful viola playing deserves special mention. This was followed by "Master," which used skillful word-painting (including a quote from "It Came Upon A Midnight Clear") to tell the story of Jesus walking to his disciples on the Sea of Galilee during a storm, commanding: "Peace, be still."

All too soon, "Mantle" concluded with a heartfelt performance of a song



Dennis Hunt

called "The Savior of Mercy." It was an effective end to an absorbing program by a group which should definitely be better known. □

\* \* \*

A RECITAL in the East Auditorium on June 26 by Albert Hunt, clarinet and bass clarinet, and David Niethamer, clarinet, featured the many sounds of the clarinet family. It continued the woodwind duo theme presented in the previous concert in the "State of the Arts" series (STATE, June/July). While the music by Igor Stravinski and Stanley Waldon was indeed modern, it was attractively presented and did much to challenge the prevalent belief that "modern music" is inherently unpleasant and forbidding.

Mr. Hunt began the program with a solo work, "Three Pieces For Clarinet," by



David Niethamer and Albert Hunt. (State Department photo)

Stravinski. The pieces were evocatively titled "Lament," "Jazz" and "Ragtime." The "Lament" concentrated on the instrument's lower register and had an insinuating, almost mystical quality, fading inconclusively at the end. The second piece evinced Stravinsky's lifelong fascination with jazz; it was more agitated and explored the upper portion of the clarinet's register. The concluding "Ragtime" lived up to its billing, featuring syncopated rhythms and angular lines. It ended with a traditional "stinger," which the performer's wry facial expression rendered even more comical.

Mr. Hunt's partner, David Niethamer, then joined him on stage for the other selection on the program, Stanley Waldon's "Double Sonata for Clarinet and Bass Clarinet." In composing this five-movement work during the 1960s, Waldon was mainly inspired by Ravel's "Duo For Violin and Cello."

The first movement, "Andante," assigned the lead to the bass clarinet (Mr. Hunt), which engaged in a somewhat acerbic dialogue with the clarinet (Mr. Niethamer). Next came a movement which lived up to its designation: "Energetically." "Blues," the central section of the sonata, was really a parody of that genre; as in several other movements of the sonata, both instruments periodically produced a variety of sound effects through squeaks, key clicking and other techniques. A joint "Improvisation" followed, which appeared to be loosely based on themes outlined in the first movement. The final movement, "Presto," was the most consonant of the five, though it reverted to less traditional harmony at the end.

Both performers were articulate and effective advocates for contemporary music. It was a pleasure to have them perform. □

#### 'State of the Arts'

Following is a schedule of future events at the Department in the "State of the Arts" series sponsored by the Foreign Affairs Recreation Association:

—October 2—Film: "Kaileen's Gift," with filmmaker Terri Farley-Tereul.

—October 16—Recital: woodwind quintet.

—October 30—Recital: Elizabeth Cason, piano.

—November 6—Slide lecture: Charles Olin, art conservator. ■

## Ask Dr. Kemp



**Q.**

*Are children more susceptible to lead exposure than adults?*

**A.**

Yes. Adult lead poisoning is usually related to occupational groups, or is associated with remodeling or hobby activities, and does not occur as a result of general exposure. As children explore their environment, they are commonly exposed to lead as they investigate objects by tasting and biting on them. They are less likely than adults to reject foods which have fallen onto dirty or dusty lead-contaminated surfaces, and are also less likely to have clean hands. It is these natural forms of behavior that may expose children to high concentrations of lead in the environment. If your child has "pica" behavior, the compulsive, habitual consumption of nonfood items, he or she will be at even greater risk. Also, a child's nervous system is more vulnerable than the adult system to the toxic effects of lead.

**Q.**

*How common is it for a child to have an elevated blood lead level?*

**A.**

It is estimated that at least three to four million, or 17%, of children aged 6 or under in the United States may have elevated blood lead levels.

**Q.**

*Are some children at a higher risk for exposure to lead than others?*

**A.**

For reasons described in greater detail below, it has been shown that "underprivileged" urban children are at greater risk than children from either rural or suburban regions or more affluent urban areas. Risk is generally determined by chance exposure to non-intact lead-based paint, or house dust contaminated by such paint. Other high-risk groups include children 1 to 5 years old, children living near lead-emitting industries, children from ethnic groups that use lead-containing folk reme-

### **An open letter to employees from Dr. Kemp**

DEAR EMPLOYEES:

Recent articles in major newspapers and magazines have prompted much interest by parents on the issue of childhood lead exposure. Exposure to and absorption of lead is one of the most common and preventable childhood environmental health problems in the United States today. Lead is a widespread environmental contaminant, so we are all exposed to some degree. Since lead accumulates in the body and is only slowly removed, repeated exposure will produce detectable blood lead levels. Children are particularly susceptible to lead's toxic effects. For this reason, State's Office of Medical Services is coordinating an over-

ties, children who have dietary deficiencies, children with family members who are exposed to lead at work, and children whose siblings have elevated blood lead levels.

**Q.**

*What does dietary deficiency have to do with increased risk of lead exposure?*

**A.**

A child whose diet is deficient in iron is more vulnerable to lead poisoning, possibly because iron prevents lead absorption from the gastrointestinal tract. Other mineral deficiencies such as calcium, zinc and magnesium, as well as dietary fats, may increase lead absorption. Therefore, poor nutrition in general can contribute to the problem of lead poisoning in children. Lead is not known to have any nutritional benefit.

**Q.**

*What sort of occupations or hobbies would expose family members to lead?*

**A.**

Lead continues to be used in a variety of settings both at work and at home. (It is estimated that workers in over 120 occupations are exposed to lead). Activities or processes which may involve exposure to lead include renovation or construction; manufacture or use of leaded paints, inks, dyes, glazes or pigments; certain types of auto repair; making stained glass, pottery or

all Department strategy to prevent childhood lead poisoning, as well as an education strategy for lead exposure reduction. All Department people and their families can benefit from such an effort.

The questions and answers appearing here, taken from our recent publication which is now available to employees ("You, Your Child and Lead"), provide information about the health effects of elevated blood lead levels in children, and the ways that you can help to minimize your child's exposure.

Sincerely,

LARAE KEMP, M.D. □

title; lead soldering; and indoor gun-firing-range activities. Lead from the workplace can be carried into an employee's car and home, thereby exposing his or her family. Upon completion of the activity involving lead exposure, you should shower and put clothes and equipment in a place where your children and family will not come into contact with them—preferably outside the home.

**Q.**

*What are the most common sources of lead exposure in children?*

**A.**

1. *Lead in paint* is the most common source of symptomatic lead poisoning for children in the United States. They may be exposed to lead in paint directly, by ingesting paint chips or by inhalation or ingestion of dust contaminated with lead from paint. Window sills and wells are likely sources of lead-contaminated dust, due to the abrasion of painted surfaces and weathering of paint, especially from exterior window surfaces. Children may also be exposed by the lead dust that forms during the physical deterior-

*This column by La Rae Kemp, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Kemp directly. In either case, your privacy will be respected; your post will not be identified. □*

ration or oxidation of lead-based paint, when they crawl on the floor or put objects from the floor into their mouths. The 1976 Childhood Lead Poisoning Prevention Act prompted the Consumer Products Safety Commission to enact a regulation in 1978 which restricted the sale of lead-based paint for residential use in the United States. Unfortunately, nearly 27 million U.S. households may still contain lead paint produced prior to the regulation.

2. *Lead in air* is not usually more than a background source for exposure in children, but lead-containing particles, airborne and then deposited, can in some instances (i.e., near a lead smelter, a highway) be responsible for high concentrations of lead in dust that children may ingest.

3. *Lead in soil and dust* comes mainly from flaking lead paint in houses, air pollution from vehicular exhaust (in the United States we use mostly unleaded gasoline for this reason), and industrial emissions. Children appear to obtain lead from dust and soil as a result of their normal hand-to-mouth behavior, coupled in some instances with pica. Dust in the home may constitute the most significant source of exposure to lead in some children.

4. *Lead in water* may be a significant source of childhood lead exposure in some parts of the world (including some areas in the United States). It sometimes enters raw water through contamination of the source from mining or industrial dumping, but usually it is through the use of lead piping and the use of lead solder in the distribution system.

5. *Lead in food* is mainly a source of background exposure in children. Agricultural crops grown in lead contaminated soils or near stationary sources of lead can become contaminated because of airborne lead deposits on plant surfaces, or uptake through roots. Lead may be inadvertently added to foods during processing and handling. Lead may be present in some canned foods, especially acidic foods that leach the lead from the lead solder in the seams. U.S. can manufacturers have voluntarily reduced the lead content of canned foods through the use of seamless cans, or cans with continuous seams (which are lead free) or the use of can liners. Baby foods are now most commonly found in glass jars instead of cans, for this reason.

6. *Lead-glazed pottery* can release dangerous amounts of lead into its contents. This tendency is increased when the vessel is chipped, fired at low temperatures or is used to prepare, store or serve food or beverages. Acidic foods such as orange or

tomato juice are especially efficient in leaching lead from pottery. Increased temperature of foods and liquid, as well as cooking time, also enhance lead leaching. Lead-containing paint may be used on pottery in addition to lead-containing glaze.

7. *Less common sources* include folk remedies and cosmetics (Mexican folk remedies that contain lead include Asarcon and Greta).

**Q.**

*How does lead enter the body?*

**A.**

Lead can enter the body in two ways. It can be inhaled when lead dust, mist or fumes are present in the air. It can also be inhaled if a contaminated cigarette is smoked. (This is especially relevant in lead-contaminated workplaces if individuals don't wash their hands prior to smoking). Lead can also be swallowed if it contaminates their hands, clothing, food or beverages.

**Q.**

*How does lead affect the body?*

**A.**

Lead is absorbed into the bloodstream and may then be deposited into the bones, as well as soft tissues. If the absorption of lead exceeds the excretion of lead by the kidneys, lead levels can build up. When exposure to lead decreases or ceases, the level of lead decreases. Lead may affect the nervous system, reproductive system, kidneys, blood-forming system and digestive system.

**Q.**

*What are some of the symptoms associated with elevated blood lead levels in children?*

**A.**

Most children with elevated blood lead levels have no symptoms. Although not specific for lead poisoning, children may complain of or exhibit fatigue, anemia or paleness of complexion, inability to sleep, dizziness, constipation, weight loss, headaches, irritability or other sudden behavioral change, developmental regression (i.e.,

bed-wetting), a black line at the gum line, nausea and muscle soreness. Parents, teachers and clinicians may identify altered behaviors such as attention disorders, learning disabilities or emotional disturbances. Children displaying any of the above symptoms should be taken for a thorough diagnostic evaluation and, should lead poisoning be found, treatment may be indicated.

**Q.**

*What are some of the symptoms associated with elevated blood lead levels in adults?*

**A.**

Because adults do not have developing organ systems, much higher levels of lead can be tolerated. However, at high levels, lead may affect a number of organs. Nervous-system effects include fatigue and headaches in the early stages and irritability, sleeplessness, anxiety and difficulty in concentrating. Severe symptoms include short-term memory loss, depression, confusion, weakness, tremors and even coma. These effects are not always reversible, even after the blood lead level drops. Some reproductive system effects in men include impotence, decreased sex drive and decreased sperm count. The strongest evidence for reproductive effects of lead on women includes decreased birth weight and gestational age of infants. Weaker evidence exists for abnormal menstrual cycles, decreased sex drive and fertility, stillbirth and miscarriage. In adults, the kidneys and bone marrow also may be damaged. Some gastro-intestinal effects of elevated lead levels include nausea, constipation and loss of appetite. At higher blood lead levels, symptoms may include sharp pains in the stomach or intestines.

**Q.**

*What are some of the ways that parents can reduce a child's chances of exposure to lead?*

**A.**

Lead poisoning is one of the few childhood diseases that can be completely preventable. First, every parent should become knowledgeable about where lead can be found in a child's environment. Increased awareness, identification and elimination of the sources of exposure are the keys to prevention.



**MEDICAL SERVICES—Dr. Paul Goff** receives Superior Honor Award on completion of his tenure as Department medical director.

Once sources are identified, preventive measures can be taken to eliminate them. Since lead-based paint and lead in house dust may be important sources of exposure, parents should inspect the condition of paint in their house. If flaking or peeling paint is discovered, especially on trim surfaces, the child should be prevented from playing in this area. Additionally, the paint could be analyzed by a laboratory to determine whether the paint contains lead. If this cannot be accomplished, you can apply paint which is known to be lead-free over this area. If it is uncertain whether or not a child's home contains lead-contaminated paint or dust, then parents must implement a regular cleaning program to control the possible lead-bearing dust. Increased attention to eliminate or minimize house dust by

wet-mopping uncarpeted floors with a high phosphate detergent, and vacuuming and cleaning carpeted floors, can help to reduce potential exposure. Weekly scrubbing, with detergent, all surface areas that a child can touch should be supplemented with daily wet-dusting with a rag containing a high phosphate detergent. Dust control, however, is not a substitute for abatement, and the best way to prevent lead exposure is to live in housing free of lead paints. Since this is not always possible, the above measures should be implemented. Additionally, children's hands should be washed frequently, especially prior to eating, and objects that they play with should be kept as clean as possible. You should also examine the objects with which your children play. Painted toys, especially those with peeling paint or which are not acquired in the United States, could represent possible lead exposure. Consider inspecting outside play areas where your child spends time, specifically for non-intact painted surfaces. Although reduction in exposure to environmental lead should receive first priority, steps to identify and correct dietary deficiencies should also be taken, particularly of calcium, and iron and to reduce consumption of dietary fat.

**Q.**

*What should I do if I suspect that my child may have been exposed to lead?*

**A.**

Discuss these concerns with your child's physician. If warranted, the physician will suggest that some blood be drawn for analysis. The types of tests requested may include a blood lead, or an erythrocyte protoporphyrin, although this latter test may not predict the low levels of blood lead which may be of concern. Depending on these tests, further evaluation or testing may be suggested. If your child has a minimally elevated blood lead level, your physician may recommend only further testing. At higher blood lead levels, an assessment of your child's environment is warranted in order to identify the source of lead exposure. At even higher levels, medical treatment is available to bring the levels down to where they are acceptable. Be assured that, once identified, elevated blood lead levels in children can be treated effectively. The key to reducing lead exposure, however, does not rely on treatment, but on prevention through education. □

**Alcohol Awareness Program**

**'I began drinking early, sampling what my parents seemed to enjoy so much'**

BY A FOREIGN SERVICE WIFE

*(This magazine does not accept anonymous contributions, except for the articles that appear in this space.)*

I thought I knew my life story, but today my life is different, seen as it is through the eyes of a grateful alcoholic in recovery. I would like to share this with you.

As the oldest of four children, I was raised in a small, western town where my father was the local doctor, the leading pillar of the community. When I was of high-school age, my father's drinking escalated from social to alcoholic (a fifth of Early Times a day), and he began to abuse drugs. The periodic violent changes in his personality and behavior left us all bewildered, anxious, angry and frightened. For years, I hated him because of this, and longed for the daddy I'd remembered.

I began drinking early, sampling what my parents seemed to enjoy so much, and in high school drank more, along with my peers, on two occasions having blackouts. In college I continued to drink with my friends, occasionally experiencing blackouts and crying jags. I was not unique; my friends did the same. My self-esteem was very low; nevertheless, I was a high achiever. I accomplished much but never felt I had value.

I began drifting in and out of love-seeking relationships, feeling empty. From having all values distorted and feeling too guilty ever to be forgiven, I truly was empty, seeking to fill the emptiness with sexual gratification and to find oblivion with alcohol. This was 30 years ago.

I married, had two children. My maternal feelings were alive and well, but deep down I felt inadequate, insecure, unappreciated and used. Our life style dictated that psychiatry and psychoanalysis were the paths for help, and I spent eight years in intensive treatment. All during this time, I drank socially and functioned as my husband expected me to, and my husband often drank as much as I when we drank (which was every day). I minimized those occasions of solo drinking to assuage bad feelings. After all, I didn't drink a fifth of Early Times each day, as my father had.

During the three years after the end of my first marriage, I worked in a real estate company, cared for the children, then ages

7 and 12, went to school nights to become a paralegal, and performed in community theater. In my mind, I was convinced that no alcoholic could accomplish all this. I controlled my drinking in order to be clear-headed, except when the kids were gone, when I would use the fruit of the vine to seek oblivion from the stresses of my life.

I married my current husband, a Foreign Service political officer, and moved to Washington. That first year was hellish, what with my adjusting to a new marriage with my two children dislocated from their former lives. One was an acting-out adolescent who was well on his way drinking and drugging. We were living in a strange city, away from previous support systems, and I was studying a difficult foreign language. I earned my after-dinner glasses of wine.

At our first overseas post, I felt I was having a renaissance. There was time for leisure activities I'd foregone for years. Drinking added to this reawakened enjoyment and conviviality. At the same time, our marriage began to slide, adding another reason for drinking more. On our second assignment, we had constant representational responsibilities, and I acquired a taste for scotch. A local doctor prescribed Valium to ease the stress of the new culture I was coping with. Relief was immediate. Although drugs were readily available over-the-counter, I did not like the way they made me feel, and therefore I never abused them. Alcohol I knew, and I relied on it and I stuck with it.

Throughout the assignment, I functioned well, fumed at my sterile marriage, drank socially in a more-or-less controlled fashion, thereby maintaining in my own mind the fiction that I was not an alcoholic. Totally discounted was my preference to drink alone whenever possible, to dull the deeper feelings of discontent and irritability.

We began our third assignment. On the surface everything appeared well. Underneath was turmoil, I had the wish to be alone, so that I could block out feelings with a drink, to isolate, to become oblivious.

It was here that one midday my husband arrived home unexpectedly, found me alone nursing a milkshake glass of booze. He said nothing but wrote me a letter imploring me to change the direction I was in and offering to help—even to see a counselor with me. My response was one of total emptiness with no remorse. We began seeing the counselor, and I began attending A.A. meetings, but I never identified myself to the group as an alcoholic—i.e., I never "owned" the disease. However, my

relief at finally belonging to a sympathetic fellowship was tremendous. As weeks, then several months, went by with no alcohol, I began to realize my whole life had been clouded by an alcoholic fog, either my father's or my own.

Reassigned to the United States, I delayed seeking out Alcoholics Anonymous. My husband and I made no further strides in improving the marriage, always a source of my discontent. I continued not drinking, but the bitterness of old began to gnaw at me, leaving me constantly resentful, irritable and pessimistic. Immersed in getting resettled in Washington, enjoying a closer proximity to my now-grown children, I slowly began to have a drink here and there, then two. I was lulled into believing I could handle it. I visited the Alcohol Awareness Program at the Department, and was offered the opportunity of treatment. Curiously, I did not reject this suggestion. I still clung to the notion I was not an alcoholic because (a) I didn't drink a fifth of Early Times every day, (b) I had been able to stop drinking, and (c) I felt nothing I could construe as a craving.

What I didn't recognize in my ignorance was that the bitter feelings were part of the *disease*, keeping me firmly in its inexorable grasp, pushing me every which way, primarily into resentment, discontent and irritability. And all this time, I believed I felt that way because of external circumstances.

My husband was willing to attend the five-day program for family members offered by the treatment facility. Reasoning that it would be of benefit to him, and vaguely aware that I might gain some insight, I committed myself to entering treatment. Insight, hah! It was a total experience.

With all my psychiatric background and my denial and my control, I was one powerful lady. I arrived thinking: "How will it be possible to open myself up to all these people who haven't had the life experience I've had?" I learned quickly that addiction is truly an equal opportunity disease, unprejudiced as to race, age, education or sex, and as such a great equalizer. I grew to love all the very real addicts there, and I felt their love and caring for me. With their help, their sharing and with the guidance of the professional staff, I became willing to accept my powerlessness over the disease that is alcoholism. But most especially, A.A.'s 12 steps of recovery began to take hold to an extent that the layers of masks I developed over years of trying to be in control began to fall away. The love and caring

extended to me began to flush out the person I thought I once was.

And so, in my search for "insights," I have found my realities. Finally realizing the need for self-honesty I have surrendered and, in surrender, I find myself liberated. Somewhere along the line, I was promised that, if I could be honest with myself, be willing, have an open mind, I could get better. With the help of Alcoholics Anonymous, the promise has become the reality.

*If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, (202) 647-1843. Regulations require that all contacts with the program be handled on the basis of strict medical confidentiality. ■*



**TUNIS, Tunisia—Kam T. Wong**, newly-arrived administrative secretary, tests the embassy's emergency escape device during a drill. Asked how she felt after the five-floor drop, Ms. Wong replied: "I don't remember this being in my job description."

# Grievance Actions

*The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, A.I.D. and U.S.I.A. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pro-noun is used. The numbers are sequential, assigned to each case as it was received.*

## 'Pattern' of bad behavior is not established

(G-002(9))—The employee's agency decided to separate him for cause because he arranged for his wife to receive a free airline bonus ticket to accompany him on Government-paid travel. The agency charged that the employee used his position to manipulate the post's travel voucher and payments system to obtain the bonus ticket, violating his fiduciary responsibilities and applicable laws and regulations. The agency contended that, because of his position, the employee knew about agency rules and regulations and comptroller general rulings forbidding personal use of bonus tickets.

The employee claimed that he had obtained two discounted airline tickets in a proper manner, not a free bonus ticket, and that separation was an unduly harsh penalty for the charged infraction. He also contended that the agency had violated procedure by failing to notify him that it had relied on an incident years earlier, in which the agency had investigated alleged improprieties but decided to take no action. The agency responded that the employee himself had first raised the previous incident, and that the incident demonstrated a pattern of behavior which caused the agency to lose confidence in his honesty.

At the hearing before the grievance board, required in separation-for-cause cases, agency officials acknowledged that the earlier accusation had played an important role in their separation decision, and that the decision was made in a climate in which the agency had been criticized for employee fraud and improprieties.

The board found that the employee had violated regulations and a comptroller general ruling and deserved some disciplinary action, but that the agency had not established sufficient cause for separation. An agency official's testimony indicated that, but for the previous incident, the agency would not otherwise have considered the airline bonus ticket sufficient cause for sep-

aration. The board did not agree that an incident many years before, in which no action was taken, demonstrated a pattern of behavior justifying separation. Consequently, separation was denied by the board. □

## 'Propensity to complain,' but 'sound basis' for it

(G-010(7))—An officer who had a strained relationship with his States-side supervisor challenged two evaluation reports he received at an overseas post. He said they had cost him a promotion, and had delayed his tenuring.

His rater's criticisms that his written work required a good deal of editing were refuted by evidence submitted to the board. The criticism that he too often failed to meet deadlines was denied by witnesses who represented the end-users, to whom the rater had attributed the complaints.

The grievant's propensity to complain appeared to be a key strand in his supervisor's negative evaluation of his work, but the board found that there was a sound basis for many of his complaints and that the rater's characterization of his complaining was unbalanced. The board noted that the two disputed ratings had been written without any mid-period review of performance—a significant omission, given the distance between the career candidate and his supervisor, the poor communications between them, and the fact that he was allowed no chance to see and comment on a draft of the first report.

After reviewing the number of promotion opportunities in the years in question, and the promotion record of other members of his class, the board was convinced that, with proper ratings that reflected fully his skill and achievement, even as they acknowledged his difficulties in getting along with some supervisors, the grievant would have been promoted after the second rating. It recommended a promotion retroactive to that time. But it found that the agency had shown that the errors in the ratings had not delayed the grievant's tenuring. □

## Employee loses per diem claim; he didn't check

(G-016(9))—The grievant complained that he was unfairly deprived of per diem for his family while he was in extended training in Washington. He maintained that the per diem was due him on the basis of what he was told prior to joining the Service, and the information he received in his pre-employment package. He explained

that, when he finally arrived at his first overseas post and submitted his travel vouchers, more than \$2,000 in per diem for his family was disallowed, and he was reimbursed only for the five-day period his family was with him in Washington during his consultation.

The grievant stated that his orders did not permit the shipment of his household effects to Washington, and it was his understanding that they allowed him and his family to travel to Washington, where their actual living costs would be defrayed. He also contended that other members in his class were allowed per diem for their families while they were in training.

The grievance board denied the grievance. It explained that the record showed there was nothing in the material sent to the grievant before he entered the Service to lead him to believe his family was entitled to any per diem other than for the five days when he was on consultation. More importantly, his travel orders also made this clear. Although the grievant believed that his family expenses for the training period would be reimbursed, and he kept careful records of these costs, the grievance board agreed with the agency that he had the responsibility to determine what reimbursements he was entitled to under agency regulations and policy, even though he was new to the agency. The grievance board noted that, during this lengthy period of training, he drew travel advances but never sought clarification from any responsible person about his family's per diem. The grievance board also checked the sanitized records of other trainees in the class, and found that none of them received per diem for their families for the period of training. □

## Tandem couple loses case for larger apartment

(G-030(9))—A single officer assigned overseas was pre-assigned a two-bedroom apartment, but after his marriage to another officer assigned to the same city, he informed the post that they required a three-bedroom apartment with representational space. Upon arrival, they were assigned a three-bedroom apartment. But they complained that it lacked sufficient representational space, was noisy and lacked appropriate parking space. They asked to be moved to larger quarters. The housing board rejected their request, stating that they had no need for larger representational space. The grievants then hired a real estate agent, found another apartment, entered into a private lease, and returned the keys of



the original apartment to the general services officer.

The grievants then requested the post to assume their private lease, arguing that, because the husband had been promoted after arrival at post, they were entitled to representational housing and that rental was within post guidelines. The post refused to do so until some six months later, when a new supervisor determined that they were entitled to representational housing, and when a new arrival moved into the original apartment. Nevertheless, the post refused to reimburse the grievants for the real estate agent's fee incurred for the second apartment, the rent on the second apartment for the first six months and other out-of-pocket expenses, arguing that the post was liable for the rent on the original apartment.

The grievants filed a grievance with their agency, but it was denied. Upon their appeal to the board, the board found that the grievants' actions violated the post housing policies, and that they were not entitled to the reimbursements. However, based on evidence that the post had used the grievants' original apartment to house temporary-duty personnel while it was still vacant, the board directed the post to review its records to determine how much it had saved by using the apartment for temporary quarters and to reimburse grievants that amount. □

### Officer loses case based on completeness of file

(G-034(9))—The grievant's agency failed to include his employee evaluation report in his personnel file, so that it was not considered by one promotion board. The agency agreed to a settlement giving the grievant the benefit of a requirement that boards develop a list of persons to be given further consideration for promotion. Under this requirement, the agency notifies the board of which persons on the list were recommended but not reached for promotion in the two previous years (this allows boards to take this information into account in rank-ordering candidates for promotion).

The settlement agreement provided in part that, if the grievant was on the next list of persons to receive further consideration for promotion, the panel would be notified that the grievant had been recommended for promotion in the previous two years.

However, following conclusion of the promotion process, the grievant checked his personnel file and found no record that the settlement agreement had been implemented. Subsequently, the agency placed documents in the file asserting that the agreement had been implemented. The

grievant claimed that there was no direct evidence to substantiate the agency's claim, and requested that he be promoted by the grievance board.

An agency personnel clerk testified that she personally remembered taking the required action, but did not at the time record her action in the grievant's personnel file. The promotion board's record of the action had been routinely destroyed after the board adjourned.

The board determined that, in the light of the personnel clerk's testimony, the grievant was unable to establish that the settlement agreement had not been complied with. The grievance was denied. □

### Curtailment of tour is held to be nongrievable

(G-045(9))—The grievant alleged that curtailment of his assignment violated the terms of prescriptive relief granted him in a previous grievance concerning employee evaluation reports, and that misapplication of regulations affected his career status and denied him financial benefits to which he was entitled. He asserted that his placement violated agency regulations governing the use of complement for reassignment and separation. He contended that he was performing satisfactorily at his overseas post, prescriptive relief had suspended his separation, and no programmatic or compassionate needs justified a mid-tour transfer.

The agency said that assignments are not grievable and asserted that regulations permit transfer to the Washington complement when a notice of separation had been issued. It argued that use of the separation subcomplement was appropriate while the grievant was on prescriptive relief, and that post allowances are to compensate personnel for living in certain difficult areas.

The board considered curtailment of a tour of duty to be part of the assignment process, and found the grievant had not shown that the agency acted contrary to law

or regulations in assigning him to the Washington complement while he was on prescriptive relief. It agreed with the agency on the intent of post allowances, and that they should not be a factor in determining assignments. Agreeing with the grievant that his career needs should be considered in assigning him, it found nevertheless that reassignment to Washington could enhance rather than harm them. Having found no violation of regulations by the agency in reassigning the grievant, it denied the grievance. □

### Evaluation reports were flawed, board rules

(G-078(9))—The untenured officer filed two grievances within his agency, alleging that statements in his employee evaluation reports by his reviewing officer were inaccurate, incomplete and falsely prejudicial. Finding partial merit in the first grievance, the agency directed that portions of the review statement and references to them in one of two grievance reports be deleted, that the grievant be permitted to rewrite his rated officer's statement, and that the amended file be placed before the next tenure board. It found total merit in his second grievance relative to a subsequent report, and directed that the entire review statement be expunged and the now-twice-amended file be reviewed by another tenure board.

Alleging that the review statement of his original grievance still contained inaccuracies, omissions and errors, the grievant requested the board to strike it as falsely prejudicial, allow him to revise his rated officer's statement in both reports, and provide an additional review of his file by a tenure board. He was particularly concerned with criticism of his managerial ability, which he considered crucial for attaining tenure in his cone.

The board found insufficient basis for this criticism by the reviewing officer, noting that rating officers and other reviewing officers had consistently evaluated the grievant's performance as superior and had recommended that he be tenured. Finding that inaccurate statements and procedural errors which delayed submission of one report could have contributed to the grievant's failure to receive tenure during the normal period, it directed the agency to expunge the prejudicial review, to offer the grievant the opportunity to rewrite his statement referring to it, and to extend his limited appointment for the period necessary for his amended file to be reviewed by two additional tenure boards. ■



# Personnel: Foreign Service

## Appointments

Affonso, George, Bucharest  
Amyes, Vonda M., Libreville  
Ancona, Maria, San Jose  
Anderson, Shaun Patrick, Belize City

Andrews, Joanne, Libreville  
Antokol, Barbara Ann, Port-of-Spain  
Auldrige, Stevan E. E., Kinshasa  
Baker, Derek Kristoffer, Moscow  
Basch, Ethan M., Kaduna  
Berlin, Nancy Keller, Brussels  
Blackburn, Adam S., Kinshasa  
Boera, Ryan Mitchell, Moscow  
Brantner, Ann Orlean, Moscow  
Campos, Fay, Athens  
Cardona, Carmen A., Karachi  
Carlucci, Donna E., Lima  
Carter, Paula M., Marseille  
Cate, Sally L., Prague  
Cather, Nicole M. L., Rio de Janeiro

Chiriboga, Nancy Marcus, Santo Domingo

Chudzik, Faith E., Dhaka  
Clark, Nancy L., Asuncion  
Clarke, Joyce E., Moscow  
Clemons, Tamara Jae, Maputo  
Cohen, David M., International Organization Affairs  
Connerley, Victoria, African Affairs

Corcoran, Brian, London  
Crandall, Stephanie, London  
Crawford, Margaret L., Hamburg  
Curtis, Yolanda, Santiago  
Daigle, Aleksander, Moscow  
Delsingnore-Sausman, Antoni, Jeddah  
Downes, Elizabeth Anne, Maputo

Fitzgerald, George A., Port-of-Spain

Foltz, Camilla Megan, Nairobi  
Fons, Anne Margaret, Barcelona  
Fortman, Chad M., London  
Frahm, Narcisca, Mexico City  
Fricke, Garrett Dale, Frankfurt  
Garnett, Cherry E., Mexico City  
Giacalone, Mirella, Vatican  
Gilland, Kathleen S., London  
Goodwin, Angela Jill, Accra  
Goodwin, Jennifer A., Accra  
Gotham, Daniel J., Leningrad  
Greig, Barbara J., Quito  
Guillory, Diane M., Nicosia  
Hanley, Jonathan George, Moscow

Hernandez, Danny R., Montevideo

Hornsby, Ella G., Santiago  
Houston, James S., Praia  
Huffman, Jon, Kinshasa  
Huffman, Robert Thompson, Yaounde

Hughes, Jessica, Brazzaville  
Human, Kenneth B., Lagos  
Jaquez, Susan Anita, Bogota  
Johns, Carol Sue, San Jose  
Johnston, Leticia V., Kathmandu

Junk, Mancharee, Bangkok  
Kaska, Heidi, Prague  
Kessler, Josephine A., Helsinki  
Koenig, E. Natalie, Jakarta  
Kress, Russell Alan, Freetown  
Limbaugh, Oren Von, Karachi  
Lopez, Darman Hugh, Leningrad  
Lyles, Bryan Jerome, Harare  
Lyles, Jennifer C., Harare  
McCullum, Sharon Kae, Frankfurt  
McGlinchey, Andrea, Canberra  
Mingo, Noel P., Lagos  
Moseley, William G., Niamey  
Muncke, David Alexander, Harare  
Norris Jr., Marion V., Caracas  
O'Malley, Michelle M., London  
Ostick, Catherine T., Buenos Aires

Palmer, Ann S., Cotonou  
Pena, Rudolph P., Montevideo  
Pfeffer, Clarita C., Singapore  
Primrose, Bonne M., Bangui  
Rapping, Jonathan A., Johannesburg  
Reber, Patricia K., Kinshasa  
Reppert, Dawn Marie, Moscow  
Reppert, Scott Clayton, Moscow  
Riddle, Paula, Buenos Aires  
Riggle, William Lewis, Frankfurt  
Robins, Floriane, Ouagadougou  
Root, Sandi, Athens  
Rovine, Victoria, Bamako  
Sarisky, Sylvia, Kinshasa  
Sawada, Chihou, Beijing  
Sayther, Pilsieditas J., Santiago  
Schmemmann, Mary, Moscow  
Schulman, Ama Victoria, Abidjan  
Scott, Carolyn D., Stuttgart  
Seidl, Katherine M., Paris  
Shaddid, Jonathan David, Nouakchott

Sibilla, Lycia Coble, San Jose  
Siervo, Vivian, La Paz  
Smith, Rhea N., Stuttgart  
Sovern, Kim Sue, Frankfurt  
Stefan, Flora V., New Delhi  
Swedberg, Miciko, Maputo  
Szczeniak, Janet R., Rabat  
Tabb, Evangelyn, La Paz  
Tejani, Marina Hamoy, Tegucigalpa

Thomas, Patricia Diane, New Delhi

Tomjack, Stacey, Athens  
Tracy, Mary Lou, Prague  
Tracy, Rosario M., Banjul  
Trainer, Monika, Shenyang  
Van Landingham, Lloyd, Manama  
Villegoureux-Ritaud, Katia, Paris  
Wallace, Jennifer Ann, Moscow  
Weaver, Jeanne Harris, Lagos  
Weber, Timothy Gilbert, Moscow  
Weeks, Virginia M., Tegucigalpa  
Whalen, John Patrick, Conakry  
Wheeler, Evelyn, Foreign Service Institute, Language Training  
Williams, Janet E., Abidjan  
Wisell, William Randall, Pre-Assignment Training  
Witherspoon, Joyce A., Kinshasa

Yamashita, Viviana F., Quito  
Zimmerman, Carma Shera, Mbabane

## Transfers

Allegrone, Charles Russell, Syria to Foreign Service Institute, Functional Training

Allen, James Beach, Mexico to Freetown

Andres, Janet Stoddard, Vienna to International Narcotics Matters

Armstrong, Fulton T., Cuba to Inter-American Affairs

Arndt, John R., Italy to Inter-American Affairs

Arzt, Joanne, Jordan to Near Eastern and South Asian Affairs, Post Management Division

Atherton, Lewis R., Zaire to Inter-American Affairs, Office of Executive Director

August, Heidi, Israel to Near Eastern and South Asian Affairs

Bagley, Gary G., Inter-American Affairs to Intelligence and Research

Barkell, William Howard, Consular Affairs to Pacific Island Affairs

Barnett, Elizabeth, Visa Services to Human Rights and Humanitarian Affairs

Bean, Diane R., Germany to Operations Center

Bebout, Kay Diane, Alcohol Awareness Branch to Consular Affairs

Beik, Janet E., The Gambia to Central African Affairs

Berg, Lora Jane, Tunisia to Near Eastern and South Asian Affairs

Berg, Lora Jane, Near Eastern and South Asian Affairs to African Affairs

Bertot, Jemile L., Colombia to Foreign Service Institute, Administrative Training

Bigge, Joan Callahan, Canada to Bureau of Public Affairs

Bigus, James R., Office of the Secretary to Foreign Service Institute, Language Training

Bishop, James K., African Affairs to Human Rights and Humanitarian Affairs

Blake, Stephen J., East Asian and Pacific Affairs to Bureau of Intelligence and Research

Bloch, David, Grievance Staff to Visa Services

Boorstein, Michael A., Venezuela to Foreign Service Institute, Functional Training

Brand Jr., Robert R., Germany to Diplomatic Security, Visa

Fraud Branch

Brand, Julee A., European Affairs, Post Management Branch to Bureau of Personnel, Employee Relations

Bremner, Sue Lenore, Executive Secretariat to European Affairs

Brooks, William E., Office of Maritime and Land Transport to Intelligence and Research

Bruno, Richard A., Germany to Medical Services

Burton, John C., Diplomatic Security, Washington Field Office to San Salvador

Busch, Arlen L., Japan to East Asian and Pacific Affairs

Butler, Lawrence E., Finland to Operations Center

Campbell, John, Foreign Service Institute to Office of UN Political Affairs

Carragher, James J., Executive Secretariat to African Affairs

Catrickes, Constantine P., Philippines to Diplomatic Security, Philadelphia Field Office

Chamberlin, Wendy, Office of Under Secretary for Political Affairs to Near Eastern and South Asian Affairs

Clear, Taylor Jesse Edward, Netherlands to Bureau of Personnel, Office of Career Transition

Clyatt Jr., Oscar Willard, Papua New Guinea to Foreign Service Institute

Connelly, Patrick S., Germany to Diplomatic Security

Corbett, Joan Ellen, Foreign Service Institute to Economic and Business Affairs

Cox, Steven L., Canada to Diplomatic Security, Threat Analysis Division

Cragun, Wiley E., Zaire to Information Management Programs

Crissman, John Scott, Spain to European Affairs

Crockett, Vincent Q., Bangladesh to Near Eastern and South Asian Affairs

Curry, Dennis L., Romania to Inter-American Affairs

Dalgleish, Charles K., Italy to European Affairs

Daru, Terrence J., Indonesia to Foreign Service Institute, University Training

Davis, Ruth A., Barcelona to Foreign Service Institute

Davison, John S., African Affairs to Secretariat, Board of Examiners

Dawson, John R., Panama to Panamanian Affairs

Dawson, Susana C., Panama to Near Eastern and South Asian Affairs

**Day, Frank H.**, Office of UN Political Affairs to Politico-Military Affairs

**Delahanty, Dorothy A.**, Barbados to Inter-American Affairs

**Dertadian, Richard N.**, Office of Foreign Buildings to Secretariat, Board of Examiners

**Dionne, Rachelle D.**, Office of Protocol to European Affairs

**Downey, Robert E.**, Sudan to Bureau of Personnel

**Drouin, Philip Raymond**, Canadian Affairs to Economic and Business Affairs

**Eisner, Adolph H.**, Ecuador to Intelligence and Research

**Farrar, Jonathan D.**, Paraguay to Inter-American Affairs

**Feifer, Theodore**, Israel to Foreign Service Institute, Functional Training

**Fiorini, Marc A.**, Greece to Diplomatic Security, Passport Fraud Branch

**Fisette, Rosemary L.**, Australia to East Asian and Pacific Affairs

**Fitzsimmons, John E.**, Diplomatic Security to Nairobi

**Flynn, Kay M.**, Togo to African Affairs

**Frasure, Robert C.**, National Security Council to African Affairs

**Freund, James F.**, Foreign Service Institute to African Affairs

**Fried, Daniel**, Eastern European Affairs to Warsaw

**Gard, Ronald M.**, Togo to Information Management Programs

**Garrison, Mary Lee K.**, Economic and Business Affairs to Inter-American Affairs

**Giacobbi, Natale John**, Japan to Office of Foreign Buildings

**Glass, Deborah P.**, Moscow to Diplomatic Security, Security Technology

**Gochnauer, Lois Ann**, Consular Affairs to Toronto

**Goldrich, Ethan Aaron**, Israel to Near Eastern and South Asian Affairs

**Guerra, Manuel R.**, Defense Department to Bureau of Personnel, Secretariat, Board of Examiners

**Gurney, Charles B.**, Oceans and International Environmental and Scientific Affairs to African Affairs

**Hafstad, Robert**, Guyana to Office of Foreign Buildings, Construction Management

**Hagarty, Julie Jeanne**, Foreign Service Institute to East Asian and Pacific Affairs, Office of Economic Policy

**Halliburton, Suneta Lyn**, Bureau of Personnel to European Affairs, Post Management

**Haskell, Brian**, Diplomatic Security to Office of Foreign Buildings

**Hayes, Patrick R.**, Bureau of Personnel to Office of Foreign Buildings

**Haynes, Richard Dale**, Calcutta to Citizens Emergency Center

**Hester, Donald Vance**, Foreign Service Institute, University Training to African Affairs

**Hickey, Mary E.**, Executive Secretariat to Near Eastern and South Asian Affairs

**Hofmann, Karl**, African Affairs to Office of Under Secretary for Political Affairs

**Hogan, Michael J.**, Refugee Programs to Consular Affairs

**Honnold, Michael J.**, Foreign Service Institute, Functional Training to East Asian and Pacific Affairs

**Horkey, Charles J.**, Saudi Arabia to Diplomatic Security, Washington Field Office

**Hotze, Patrick S.**, China to Human Rights and Humanitarian Affairs

**Howard Jr., Edwin W.**, Diplomatic Security to Office of Foreign Buildings, Construction Security Management

**Hoza, Michael Stephen**, Mozambique to African Affairs

**Hurley, Paul F.**, Foreign Service Institute, Functional Training to Office of Cocom Affairs

**Isaacs, Arnold M.**, Intelligence and Research to Secretariat, Board of Examiners

**Jackson, Cherie J.**, Saudi Arabia to Caracas

**Jackson, Jeanine Elizabeth**, African Affairs to European Affairs, Post Management

**Jackson, Marilyn F.**, Secretariat, Board of Examiners to West African Affairs/Francophone

**Jackson, William David**, Sri Lanka to African Affairs

**Jacobs, Stephen H.**, Foreign Service Institute, Functional Training to Diplomatic Security, Counterintelligence Programs

**Johnson, Darryl N.**, Poland to European Affairs

**Johnson, Judith Rodes**, Office of Career Development and Assignments to Intelligence and Research, Law Enforcement and Counterintelligence

**Johnson, Shelley E.**, Politico-Military Affairs to Office of Foreign Missions

**Jones, Judith Ann**, Near Eastern and South Asian Affairs to Politico-Military Affairs

**Jones, Tony M.**, Trinidad and Tobago to Diplomatic Security, Chicago Field Office

**Karaer, Arma Jane**, Swaziland to Intelligence and Research

**Katz, Maurice J.**, Austria to International Organization Affairs

**Kelley, Martha Novick**, Accra to Intelligence and Research

**Kemp, Larae Washington**, Soviet Union to Medical Services

**Kessler, Helene M.**, Executive Secretariat to Near Eastern and South Asian Affairs

**Kimble, Melinda L.**, Near Eastern and South Asian Affairs to International Organization Affairs

**Kish, Marie L.**, Information Management Programs to Office of Foreign Buildings

**Kish, Stephen Charles**, Near Eastern and South Asian Affairs to Legislative Affairs

**Kramer, Peter M.**, Diplomatic Security, Chicago Field Office, Detroit Resident Office to Bogota

**Kushner, Todd Andrew**, Foreign Service Institute, Functional Training to Economic and Business Affairs, Bilateral Trade Affairs

**Laycock, John Christopher**, Zaire to Intelligence and Research, Morning Summary and Reports Coordination Staff

**Limprecht, Joseph A.**, Pakistan to Near Eastern and South Asian Affairs

**Loftus, Helen R.**, Guyana to Office of Career Development and Assignments

**London, Douglas H.**, Near Eastern and South Asian Affairs to Algiers

**Lowe, Benjamin M.**, Intelligence and Research to African Affairs

**Lyew, Naomi Emerson**, Italy to Office of Career Development and Assignments

**Lyons, David Lee**, Nouakchott to La Paz

**Maher, William J.**, Diplomatic Security, Dignitary Protection to Diplomatic Security, Chicago Field Office

**Malleck, George Stephen**, Tunisia to Damascus

**Manger, Walter H.**, African Affairs to Intelligence and Research

**Manzanares, Joseph Robert**, Executive Secretariat to Near Eastern and South Asian



**Retiring Ambassador Denis Lamb receives Wilbur J. Carr Award. His final assignment was as permanent U.S. representative to the Organization for Economic Development in Paris.**

Affairs, Post Management

**Maris, Glenda Gaye**, Brazil to Near Eastern and South Asian Affairs

**Marshall, Mary B.**, Central African Republic to Operations Center

**Martin, Cheryl Ann**, International Organization Affairs to Soviet Union Affairs

**Martinez, Daniel L.**, Colombia to Economic and Business Affairs, Office of Investment Affairs

**Martinez, Elizabeth Lee**, Inter-American Affairs to East Asian and Pacific Affairs

**Massey, Mark S.**, Belgium to European Affairs

**McCaulley, George**, International Organization Affairs to Diplomatic Security, Los Angeles Field Office

**McGhee, Joseph R.**, Near Eastern and South Asian Affairs to Soviet Union Affairs

**McKinney, Dennis**, Japan to Information Management Programs

**McMillion, Margaret K.**, East Asian and Pacific Affairs to Office of Under Secretary for Political Affairs

**Merrill, Robert L.**, Saudi Arabia to Near Eastern and South Asian Affairs

**Miles, Afton O.**, Foreign Service Institute, Language Training to Nuclear Risk Reduction Center

**Mills II, Arthur H.**, Nigeria to Intelligence and Research, Office of Terrorism and Narcotics Analysis

**PERSONNEL: FOREIGN SERVICE**

- Mills, Jr., Ramsey Zack**, Zaire to Office of Inspector General
- Morris, John D.**, Visa Services to Intelligence and Research, Southeast Asia and Pacific Division
- Mosher, Robert Allen**, Intelligence and Research to Politico-Military Affairs
- Mulenex, David Wayne**, Norway to Foreign Service Institute, University Training
- Muth, John J.**, France to Inter-American Affairs
- Naland, John K.**, Policy Planning Staff to Operations Center
- Nichols, Mary M.**, Senegal to African Affairs
- Norman, Marc E.**, Jamaica to Central African Affairs
- O'Neill, Kevin T.**, Diplomatic Security, Security Technology to Kinshasa
- Owens, Michael P.**, Fiji to Pacific Island Affairs
- Panner, Aaron M.**, Guinea to Operations Center
- Partovi, Forrest R.**, Ireland to Information Management Programs
- Patterson, Anne Woods**, Switzerland to Inter-American Affairs
- Pavin, Sherril L.**, France to Riyadh
- Pearson, Pamela J.**, Foreign Service Institute, Language Training to Nuclear Risk Reduction Center
- Pennington, Joseph S.**, Soviet Union to Office of Cocom Affairs
- Piccata II, Daniel William**, China to Operations Center
- Pope, Edward Carl**, Foreign Service Institute, Language Training to Nuclear Risk Reduction Center
- Possanza, Louis M.**, United Arab Emirates to Diplomatic Security, Secretary's Detail
- Pratt, Genevieve J.**, Near Eastern and South Asian Affairs to African Affairs
- Quigley, Patrick R.**, Diplomatic Security, Washington Field Office to San Salvador
- Quinones, Carlos Kenneth**, Bureau of Personnel to Defense Department
- Raikes, Patricia Jean**, France to Operations Center
- Reider, Krystin B.**, Operations Center to Near Eastern and South Asian Affairs
- Ritter, Dianna**, Bureau of Personnel to Inter-American Affairs, Regional Center, Miami, Fla.
- Robinson Jr., David M.**, Inter-American Affairs to Office of Career Development and Assignments
- Rolph, David P.**, Germany to European Affairs
- Ruedy, Shirley E.**, Germany to European Affairs
- Rushing, Charles E.**, Switzerland to Politico-Military Affairs
- Ruth, Josef Karl**, Office of Career Development and Assignments to European Affairs
- Sanders, Monica P.**, Germany to Diplomatic Security
- Sartor, Cyril Ephraim**, African Affairs to Durban
- Schiffedercker, Arnold P.**, Secretariat, Board of Examiners to Office of Environmental Protection
- Schmeelk, Peter Gerald**, Near Eastern and South Asian Affairs to Politico-Military Affairs
- Sharpe, Angela Bartolotta**, Office of Under Secretary for Management to Career Mobility Program
- Shelton, Elizabeth W.**, East Asian and Pacific Affairs to International Organization Affairs, Office of International Economic Policy
- Shuh, Carol D.**, Canada to Citizens Emergency Center
- Smith, Catherine Munnell**, Office of Under Secretary for Management to Office of Career Development and Assignments
- Smith, Sandra Ruth**, Philippines to Intelligence and Research, Southern Africa Division
- Springmann, J. Michael**, Germany to Intelligence and Research, Office of Economic Analysis
- Stanley, Julia Reeves**, United Kingdom to Intelligence and Research, South Asia Division
- Stinehart, Julie A.**, Algeria to Moscow
- Sullivan, Stephanie S.**, Office of Career Development and Assignments to West African Affairs/Francophone
- Swenson, Roger G.**, Intelligence and Research, Office of Strategic and Proliferation Affairs to Politico-Military Affairs
- Thompson, Richard E.**, Washington Regional Diplomatic Courier Division to Bangkok
- Tompkins, Tain Pendleton**, Australia to East Asian and Pacific Affairs
- Valk, Thomas H.**, Egypt to Medical Services
- Van Voorst, Carol Lee**, European Affairs to Office of Under Secretary for Political Affairs
- Veale, William C.**, Air Force to West African Affairs/Francophone
- Verdun, Aubrey V.**, Secretariat, Board of Examiners to Open Forum
- Walsh, James J.**, Foreign Service Institute, University Training to Diplomatic Security, Dignitary Protection
- Wang, Robert Shiao**, Foreign Service Institute to East Asian and Pacific Affairs
- Wedderien, Paul Allen**, Martinique to Executive Secretariat
- Weinstein, William**, Executive Secretariat to Policy Planning Staff
- White, Jeffrey S.**, Foreign Service Institute, Functional Training to Legislative Affairs
- White, Robin Lane**, East Asian and Pacific Affairs to Secretariat, Board of Examiners
- Wiley, Travis K.**, China to Information Management Programs
- Willow, Ruth L.**, Office of Chief Financial Officer to Allowances Staff
- Wilson, Pierre M.**, Diplomatic Security, Security Technology to Athens
- Woo, Brian C.**, Special Domestic Assignment Program to East Asian and Pacific Affairs
- Wright, Donna Maye**, Career Mobility Program to Amman
- Yarvin, Herbert**, Portugal to Bureau of Personnel, Policy Coordination
- Yee, Hoyt B.**, Foreign Service Institute, Language Training to Port-au-Prince
- Busbee, Montserrat**, Havana
- Butler, Ann Marie**, Montevideo
- Byrd, Patricia D.**, Hamburg
- Callahan, Courtney**, Toronto
- Cammayo, Gloria J.**, Manila
- Canyock, John D.**, Moscow
- Carlisle, Marc Daly**, Economic and Business Affairs, Office of Investment Affairs
- Castro, Angelina T.**, Barcelona
- Chang, Elaine H.**, Shanghai
- Chen-Mann, Yan-Ju**, Guangzhou
- Clark, Constance M-H**, Bamako
- Collins, Mary Beth**, Rome
- Converse, Myra M.**, Managua
- Conway, Lillie J.**, Kinshasa
- Daniels, Karen V.**, Abidjan
- De Lucia, Kathaleen Louise**, Kinshasa
- Devlin, Beverly J.**, Bonn
- Dillard, Sherri Lynn**, Moscow
- El-Khatib, Eiden Mohamed**, Algiers
- Elliott, Catherine J.**, Alexandria
- Enroth, Susan L. Miex**, Cairo
- Evans, Catherine H.**, Rome
- Everhart, Derald Eugene**, Leave-without-pay status
- Franke, Rita J.**, Paris
- Furlo, Sandra Reese**, Brasilia
- Gagat, Judith M.**, Athens
- Genecalp, Sheila Y.**, Vienna
- Gibbons, Carolyn M.**, Manama
- Goldberger, Eden Buchman**, Riyadh
- Goodman, Amy Lee**, Bucharest
- Googins, Keith Patrick**, Moscow
- Greenfield, Christopher B.**, Moscow
- Greenfield, Phylis O.**, Moscow
- Hamblett, Ellen Maude**, Leave-without-pay status
- Hooks, Renee S.**, Brussels
- Jackson, Alexander**, Pre-Assignment Training
- Jesz, Margaret**, Frankfurt
- Keller, L. Mingchen**, Guangzhou
- Kemp, Nikki Carlo**, Moscow
- Kennel, Patricia**, Athens
- Kenney, Georgia E.**, Leningrad
- Krause, Michelle D.**, Prague
- Lebaron, Jean F.**, Lisbon
- Leven, Barbara**, Budapest
- Lofgren Jr., Peter A.**, Diplomatic Security, Professional Development
- Love, Margaret M.**, Hamburg
- MacCammon, Carmen Luz**, San Salvador
- McAlexander, Patricia Ann**, Brasilia
- McKeever, Karen E.**, Nairobi
- McManus, Loretta J.**, Beijing
- McQuarrie, Amy Cecilia**, Leningrad
- Middleton, Thomas J.**, Guatemala
- Miller, Janette**, Athens
- Murphy, Sandra B.**, Paris
- Ness, Howard O.**, Mexico
- Newcomb, Deborah B.**, Freetown

**Resignations**

- Abaya, Cynthia Medina**, Beijing
- Adler, Constance L.**, Cairo
- Agard, Beverlye Joyce**, Kampala
- Austin, Colette M.**, Frankfurt
- Barrow, Jeanine A.**, Kinshasa
- Barry, Ginette M.**, Kinshasa
- Bassett, Nancy Kay**, Hong Kong
- Bell, Kim Blake**, Nairobi
- Bezaire-Picutta, Christina**, Beijing
- Bidun, Susan M.**, Bujumbura
- Blumhagen, Andrew N.**, Accra
- Boccia, Nancy E.**, Paris
- Bonnell, Susan**, Budapest
- Bowers, Randall Scott**, Moscow
- Brady, Juliette**, Guangzhou
- Broksas, Michelle Ann**, Nairobi
- Buckner, Ann Marie**, Prague

Nist, Sally J., Ulaanbaatar  
 Nordine, Darleen E., Casablanca  
 Novak, Joyce Marie, Abidjan  
 Olson, Faye A., Rio de Janeiro  
 Omelagan, Robin Guardino,  
 Lagos  
 Painter, Birgitte, Dublin  
 Pierson, Myrna H., Bucharest  
 Ransom, Lindy C., Singapore  
 Rattan, Catherine L., Kathmandu  
 Reneski, Thayne F., Kinshasa  
 Roper, Bonita, Oslo  
 Sanchez, Eridania, Guadalajara  
 Schulman, Ama Victoria, Abidjan  
 Scott, Susan K., Bonn  
 Seigel, Meighan S., Bamako  
 Shaw, Barbara S., Gaborone  
 Shorter, Elenita, Dakar  
 Smith, Cynthia Ann, Frankfurt  
 Smith, Leopoldine E., Manila  
 Snow, Gabrielle S., Port-au-Prince  
 Sorgi, Linda Moede, Lagos  
 Speed, Elizabeth Caskie, Lilongwe  
 Sudassy, Mary L., Vienna  
 Telkins, Patricia Weaver, Mexico  
 Timmer, Susan G., Leningrad  
 Vajay, Gyorgy, Rio de Janeiro  
 Van Raalte, Izabella M., La Paz  
 Vogler, Desmond H., Kinshasa  
 Wainwright, Ina Rose, Belgrade  
 Wallis, Silvia Elizabeth, Port-of-  
 Spain  
 Washington, Tracy L., Moscow  
 Wentling, Gisele N., Lome  
 Whitaker, Nenita V., Kinshasa  
 Wilder, Shirley, N'djamena  
 Wiley, Gladys C., Beijing  
 Zeman, Helen J., Cairo

## Retirements

Arcement, Margaret H., Bureau  
 of Personnel  
 Brackman, James F., International  
 Organization Affairs, Budget  
 and Fiscal  
 Burgener, Lynn W., Paris  
 Fisher, Donald Z., Caracas  
 Frisbie, Norman H., Antananarivo  
 Hare, Paul J., Bureau of Personnel  
 Hemingway, Frank S., Munich  
 Hose Jr., Winfield Scott,  
 Kathmandu  
 Josephson, Lenore, Vienna  
 McNamara, Madeline C., Leave-  
 without-pay status  
 Miller, Ardith H., Baghdad  
 Parker, Bonnie Ann, Tegucigalpa  
 Richardson, Cecil S., Office of  
 Inspector General  
 Rodgers, Maria Augusta, Leave-  
 without-pay status  
 Smith Jr., George R., Madrid □

## Tenure board

The Commissioning and Tenure Board has completed its review of the files of candidates eligible for tenure consideration at its March



YAOUNDE, Cameroon—Shirley A. Adams, left, receives American Foreign Service Association's Delevan Award for Foreign Service secretaries. She was a member

of the Bonn secretarial group that sparked worldwide discussion on secretarial issues. With her is Ambassador Frances D. Cook.

session. Following are the candidates who were granted career status (language probationers are not included on this list):  
 Anderson, Constance A.  
 Archibald, Francis X.  
 Armstrong, Fulton T.  
 Bane, Christopher J.  
 Barnes, Geoffrey  
 Barry, Charles C.  
 Bavelock, Mark F.  
 Berg, Charmaine E.  
 Berton, Bruce  
 Betts, Howard H.  
 Bill, Frank L.  
 Lee, Richard E.  
 Bowen, Daniel M.  
 Brown, Raymonde J.  
 Bryza, Matthew J.  
 Burton, Fletcher M.  
 Chadason, Mark P.  
 Cohen, Linda D.  
 Coyne, Jonathan J.  
 Cruz, Andrea M.  
 Cruz, Juan O.  
 Dagleish, Charles K.  
 Davidson, Julie A.  
 Debryun, Sherrie L.  
 Del Principe, Michael A.  
 Dethlefsen, Susan E.  
 Doyle, Paula A.  
 Dunford, Jeffrey L.  
 Falcon III, Luis A.

Fitzgerald, William E.  
 Folk, Cynthia  
 Furiati, Emil A.  
 Gaffney, Michael J.  
 George, Paul F.  
 Goldsmith, Leslie K.  
 Goldstein, David B.  
 Gorman, Carolyn M.  
 Green III, William A.  
 Gutschmit, David A.  
 Hadda, Katherine B.  
 Hancock, Scott R.  
 Hazel, Cinderalla B.  
 Heidt, William A.  
 Hellwig, Gordon K.  
 Helstrom, Kristine A.  
 Hession Jr., Leo J.  
 Hill, Robin  
 Hinz, Peter S.  
 Holmberg, Christopher G.  
 Holmer, Hans Asgar  
 Hughes Jr., Paul R.  
 Jenness, Wendy Marie  
 Kahn, Claire A.  
 Kavanagh, John H.  
 Kelton, Mark E.  
 Kiel, David A.  
 King, Thomas M.  
 Kitchen, R. David  
 Krawczyk, Benito M.  
 Kyzner, David R.  
 Lamb, Dennis David  
 Lilly, Richard G.

Lopez, Clare M.  
 Lowenthal, Benneth Y.  
 McGehee, Scott M.  
 McHenry, Michael S.  
 Mellor, John R.  
 Merrill, Robert L.  
 Merten, Kenneth H.  
 Meyer, Gary R.  
 Mikesell, Daniel C.  
 Morgret, Peter M.  
 Mulrean, Peter F.  
 Newcomb, Thomas M.  
 Murphy, Shaun M.  
 Murphy, Thomas M.  
 Nugent, Steven R.  
 O'Connell, June M.  
 O'Malley, Michael E.  
 O'Neill, Kathleen D.  
 Oglesby, Holly A.  
 Overby Jr., Howard T.  
 Pedrick, Arlin K.  
 Pentz, Alison  
 Plame, Valerie E.  
 Prahar, Peter A.  
 Rachko, Jennifer A.  
 Rakestraw, Andrew K.  
 Randall, Christopher J.  
 Regnier, Michael N.  
 Rennie, Lance C.  
 Roberts, Mark D.  
 Rogan, Thomas G.  
 Rohrlich, Paul E.  
 Romano, Daniel F.  
 Russell, Andra M.  
 Russell, Keith J.  
 Sanchez, Thomas  
 Sasahara, Karen H.  
 Schilling, Elin C.  
 Seigel, Steven K.  
 Semmes III, Raphael  
 Shem III, Raphael  
 Shuh, Carol D.  
 Sipher, John R.  
 Slick, Stephen B.  
 Smith, Jonathan W.  
 Spencer IV, William H.  
 Stavrou, George C.  
 Stombaugh Jr., Paul M.  
 Stopa, Francis S.  
 Studenberg, Eric B.  
 Sullivan, Kevin K.  
 Swavely, Peter J.  
 Tendrio, Anthony  
 Thompson Sr., James  
 Townsend, Heather A.  
 Undercoffer, Graham L.  
 Vacala, David V.  
 Vail, James P.  
 Van Der Meulen, Hendrik  
 Von Eckartsberg, Eric  
 Vrabel, Jeffrey S.  
 Walz, Kathleen L.  
 Weber, Pamela O.  
 Williams, Robert K.  
 Wong, Joyce Su  
 Yeide III, Harry E.  
 Young, Eugene S.  
 Zamkov, Mark  
 Zate, Steven ■

---

## Post of the Month: Salzburg

---

**T**HIS CONSULATE GENERAL is in the heart of Europe, in northwestern Austria. With a staff of only one American officer and one Foreign Service national, it claims to be the smallest U.S. post. It is featured as part of STATE's continuing series.



*Rika Schmidt and Bruce Lohof at the Salzburg Seminar in American Studies.*



*Pat Bauman, the principal officer's daughter, at a bratwurst stand.*



*The winter view from the principal officer's residence.*



The American consulate general in Salzburg stands next to the Soviet consulate general, right.



Foreign Service national *Liebgunde Bertolini*.



American Women's Club Easter egg hunt at the principal officer's residence.



Street musicians play water-filled jam jars, left, and keyboards.



Eva Bauman, left, with impressionist painter Beate Taylor and husband Kurt, who was the U.S. consular agent in Salzburg, 1980-83.



Fountain in front of the archbishop's residence.



At Leopoldskron Palace, from left: John and Pat Bauman, Bruce and Judd Lohof and Eva Bauman.





Salzburg's famous son, *Wolfgang Amadeus Mozart*.

Principal officer *John Bauman* hoists the flag every workday.

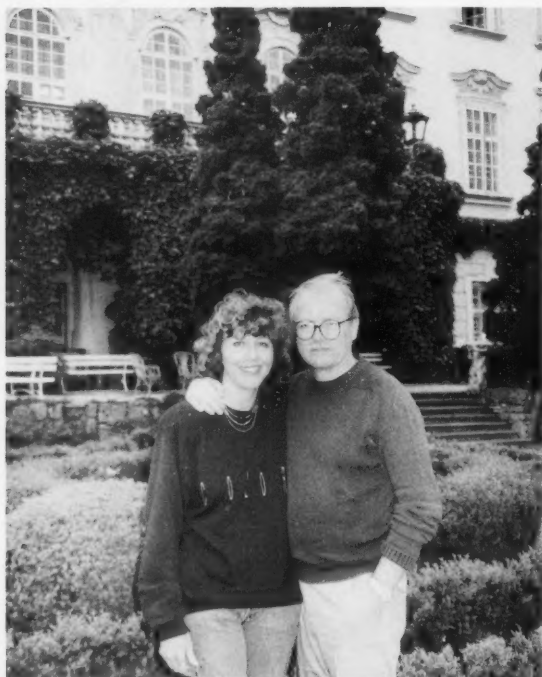


Retired Foreign Service officer *Carl Schmidt*, right, director of the Salzburg Seminar in American Studies, with guest lecturer, U.S. Supreme Court Associate Justice *Anthony M. Kennedy*.



*Liebunde Bertolini* inspects matched horses attached to a sightseeing carriage.

This baroque fountain under a medieval fortress was the 17th-century equivalent of a carwash. Horses were bathed here.



Information officer *Bruce Lohof* and his wife *Anne Marie* live and work in Leopoldskron Palace, featured on "Sound of Music" tours as the home of the von Trapp family.



*Rika Schmidt* in the Venetian Room at Leopoldskron Palace.



*Eva Bauman* at the annual Narcissus Festival in the Alpine village, Bad Aussee. ■

# Personnel: Civil Service

## Promotions

### GG-10

**Nelson, Debra Jean**, International Organization Affairs

### GG-11

**Ryan, Maria A.**, Foreign Service Institute, Romance Languages

### GG-12

**Jantharat, Prawet**, Foreign Service Institute, Language Studies, Research, Evaluation and Development

### GG-13

**Boushell, Clinton Carl**, Diplomatic Security, Investigations

**Deshong, Christopher L.**, Office of Inspector General

**Donaldson, Rae Elizabeth**, Office of Inspector General

**Fridinger, Tracy Hitt**, Bureau of Personnel, Workforce Planning and Analysis

**Friedman, Bruce W.**, Intelligence and Research, Politico-Military Analysis

**King, Verona Ceophas**, Consular Affairs, Personnel Branch

**Kopecky, Michael J.**, Office of Inspector General

**McCarty, Sondra F.**, Bureau of Public Affairs, Press Relations

**Morin, Marilyn Jean**, Intelligence and Research, Politico-Military Analysis

### GM-14

**Engelman, Ida M.**, Office of Civil Service Personnel Management

**Slater, Charles J.**, Office of Inspections

**Thomas, Joyce L.**, Office of Civil Service Personnel Management

**Turkel, Steven C.**, Office of Civil Service Personnel Management

**Urban, John D.**, Office of Inspector General

**Vandenberg, Eleanor M.**, Office of Foreign Buildings

### GM-15

**Haukness, Robert Allan**, Bureau of Administration

### GS-3

**Posey, Rose M.**, Passport Services

### GS-4

**Barnes, Paula L.**, Pre-assignment Training

**Gong, Wai Lee**, Northeast Passport Processing Center

**Thomas, Lenora A.**, Chicago Passport Agency

### GS-5

**Adkins, Linda M.**, Information

Management Programs

**Benczkowski, Brian A.**, Medical Services

**Cory, Ana-Karina L.**, Bureau of Personnel, Records Management

**Davis, Towana S.**, Office of Chief Financial Officer

**Green, Reginald James**, Bureau of Public Affairs, Office of Executive Director

**Haines, Terri L.**, Information Management Programs

**Martin, Debra L.**, New Orleans Passport Agency

**Osborn, Susan Linda**, Diplomatic Security, Chicago Field Office

**Parris, Cynthia C.**, Philadelphia Passport Agency

**Redmond, Saynora D.**, Overseas Citizens Services

**Smith, Andre Edward**, Bureau of Personnel, Records Management

**Wood, Katrina Maureen**, Passport Services

### GS-6

**Briscoe, Lisa V.**, Information Management Programs

**Brown, Denise L.**, Bureau of Public Affairs, Press Relations

**Cook, Angela A.**, Information Management Programs

**De Weerd, Beth A.**, Bureau of Public Affairs

**Gonzalez, Miguel A.**, San Francisco Passport Agency

**Hinton, Debbie M.**, Northeast Passport Processing Center

**Manning, Wilma M.**, Information Management Programs

**Moody, Gregory Prentice**, Information Management Programs

**Sassano, Karen Ea A.**, Office of UN Social and Refugee Affairs

**Smith, Valerie J.**, Northeast Passport Processing Center

**Talbot, Carmen Del Rosario**, Information Management Programs

**Thompson Jr., Raymond**, Information Management Programs

**Washington, Valarie J.**, Information Management Programs

**Watson, Yvonne Marie**, Information Management Programs

**Wilson, Delores A.**, Office of Foreign Buildings, Engineering Support

### GS-7

**Davis, Shirley T.**, Office of Bilateral Trade Affairs

**Delauder, Michael A.**, Bureau of Administration

**Ehlers, Arthur H.**, Bureau of Personnel, Organization and Occupational Analysis

**Figuroa, Jill F.**, Office of Soviet Union Affairs

**Glenn, Ella Maxine**, Information Management Programs

**Goodrum, Joan Bonita**, Bureau of Administration, Buildings Services Branch

**Hamilton, Jean J.**, Executive Secretariat

**McConnell, Diane Frances**, Diplomatic Security, Houston Field Office

**Pike, Lawrence Vernon**, Intelligence and Research, Office of Executive Director

**Powers, Marquita J.**, Bureau of Personnel

**Robinson, Lawanna E.**, East Asian and Pacific Affairs, Office of Executive Director

**Semakis, Katherine**, Intelligence and Research, Office of Executive Director

**Tuminaro, John D.**, Intelligence and Research, Office of Executive Director

**Williams, Beverly**, Near Eastern and South Asian Affairs

**Williams, Iris D.**, Information Management Programs

### GS-8

**Dillon III, Oscar E.**, Information Management Programs

**Duncan, Darryl M.**, Information Management Programs

**Taylor, Marsha R.**, Office of Investigations

**Yancey, Mary S.**, Office of Legal Adviser, Buildings and Acquisitions

### GS-9

**Berry, Ruby A.**, Office of Chief Financial Officer, Chief of Mission Authority and Overseas Staff

**Camp, Shawn C.**, Intelligence and Research, Office of Executive Director

**Castro, Iris Yolanda**, Northeast Passport Processing Center

**Clancy, Deborah A.**, Inter-American Affairs, Office of Executive Director

**Coates, Leon D.**, Office of Chief Financial Officer, Accounting

**Coffineau, Victoria A.**, Information Management Programs

**Coker, Shyril A.**, Office of Inspector General

**Dorman, W. Judson**, Intelligence and Research, Western and Central Africa Division

**Fortino, Mary K.**, Nuclear Risk Reduction Center

**Henderson, Cecelia**, Information Management Programs

**Henson, Carla R.**, Office of Chief

Financial Officer, Travel Advance Section

**Johnson, Patricia A.**, Bureau of Administration

**King, Gametta D.**, Office of Protocol, Accreditation Section

**Potts, Leroy George**, Intelligence and Research, Office of Executive Director

**Suryan, Kathleen Emily**, Office of Civil Service Personnel Management

**Wilson, Diane E.**, Office of Chief Financial Officer, Budget and Program Execution

### GS-10

**Cortez, Guillermo**, Inter-American Affairs, Ciudad Juarez, El Paso, Tex.

**Gonzales, Mary Lou**, Inter-American Affairs Ciudad Juarez, El Paso, Tex.

### GS-11

**Besson, Wanda Kay**, Office of Foreign Buildings, Acquisitions

**Boykin, Clara Denise**, Office of Chief Financial Officer, Financial Systems

**Branson, Ruth N.**, Passport Services

**Coburn, Natalie G.**, Intelligence and Research

**Costner, Steven R.**, Intelligence and Research

**Frechette, Alicia A.**, Bureau of Administration

**Houston, Linda Anne**, Houston Passport Agency

**Lopatkiewicz, Viktoriya M.**, Visa Services

**Mayer, Constance M.**, Intelligence and Research

**Morin, Michael D.**, Intelligence and Research, Politico-Military Analysis

**Morse, Marguerite A.**, Employee Services Center

**Yacoubian, Mona**, Intelligence and Research

### GS-12

**Birch, Shawn P.**, Information Management Programs

**Chesman, Barbara M.**, Passport Field Coordination Staff

**Crowley, Patricia Jean**, Politico-Military Affairs

**Gross, Helen Louise**, Information Management Programs

**Mason, Charles V.**, Bureau of Administration

**Quick, Barbara Jenkins**, Diplomatic Security, Financial Management

**Sampson Wenger, Lisa**, Office of Cocom Affairs

**PERSONNEL: CIVIL SERVICE**

**Taylor, Mark Blair**, Intelligence and Research, Terrorism and Narcotics Analysis  
**Western, Jon Wayne**, Intelligence and Research, Eastern Europe Division

**GS-13**  
**Hoffman, Joel L.**, Office of Chief Financial Officer, Cash Management and Liaison  
**Whitmer, Samuel**, Consular Affairs, Systems Applications Staff

**GS-14**  
**Arndt, Gary Alan**, Office of Foreign Buildings, Architectural Branch

**WD-8**  
**Mobley, Willie J.**, Bureau of Administration, Building Management Operations

**WG-10**  
**Porter, Charles C.**, Bureau of Administration, Building Management Operations



**Appointments**

**Abrams, Crystal S.**, Information Management Programs  
**Allen, Nicole C.**, Information Management Programs  
**Allison III, James N.**, Bureau of Public Affairs  
**Alvarez, Kira Margarita**, Summer College Intern  
**Armijo, Marguerite T.**, Summer Clerical  
**Baran, Jan W.**, International Communications and Information Policy  
**Barber, Lynette I.**, Office of Chief Financial Officer, Pre-Assignment Training  
**Barton, Joanna M.**, Diplomatic Security, Intelligence and Threat Analysis  
**Baumhaft, Chanita**, Politico-Military Affairs  
**Berumen, Mark Joseph**, Intelligence and Research  
**Bigler, Mary E.**, Diplomatic Security, African Region  
**Blythe, Timothy W.**, Summer College Intern  
**Brunn, Rosa E.**, Belize City  
**Bushelle, Chantal**, Politico-Military Affairs  
**Camponovo, Christopher N.**, Consular Fraud Prevention Program  
**Clemons, Lenwood Ray**, Diplomatic Security, Personnel  
**Colston, Gwendolyn B.**, Information Management Programs

**CHICAGO PASSPORT AGENCY**—The regional commissioner of the U.S. Customs Service, **Richard McMullen** (center), presents plaques to examiner **Margie Moore** (second

from left) and fraud program coordinator **Richard Beckmann** (fifth from left) for their referral efforts that led to a major drug seizure and eight arrests in the Chicago region. With them are

**Carolyn Cochran**, supervisory passport examiner (first from left), and **Gretchen Schuster**, regional director of the Chicago agency.

**Crim, James J.**, Summer Clerical Program  
**Deason, Joan L.**, Refugee Programs  
**DeJesus, Lorraine**, Bureau of Administration  
**Dent, Jennifer L.**, Executive Secretariat  
**Diaz, Maria Guadalupe**, Consular Fraud Prevention Program  
**Dixon, Christopher M.**, Information Management Programs  
**Dones, Christopher A.**, Office of Legal Adviser, Office of Executive Director  
**Durham, Anthony Y.**, Summer College Intern  
**Elder, Christopher R.**, Politico-Military Affairs  
**Elliott, Michael A.**, Information Management Programs  
**Ellis Sr., George**, Office of Chief Financial Officer, Systems Development  
**Ferchak, John R.**, Bureau of Personnel  
**Ferebee, Karin L.**, Diplomatic Security, Personnel  
**Forrest, Warren A.**, Office of Administrative Affairs, New

York  
**Gathers, Dwayne A.**, African Affairs  
**George, Linda K.**, Information Management Programs  
**Gibb, Stacey Michelle**, Office of Foreign Buildings  
**Glaab, Rebecca A.**, Summer College Intern  
**Gold, George Richard**, Office of Inspector General  
**Gonzalez, Rachel**, Information Management Programs  
**Graves, Elizabeth L.**, Information Management Programs  
**Hennessey, Karen L.**, Politico-Military Affairs  
**Herrera, Alejandro**, Foreign Service Institute, Romance Languages  
**Hill, Valnita D.**, Information Management Programs  
**Horried, Rhonda M.**, Summer College Intern  
**Hotchner, Rose A.**, Information Management Programs  
**Howard, Amy K.**, Inter-American Affairs  
**Howd, Christine D.**, Information Management Programs

**Iwata, Chiemi Juliana**, Summer College Intern  
**Jackson, Stephanie L.**, Information Management Programs  
**Jacobs, Sandra L.**, Office of Under Secretary for Management  
**Jones, Alan Randolph**, Office of Inspector General  
**Jones, Owen D.**, Office of Legal Adviser  
**Joyner, Carmella**, Bureau of Administration  
**Katner, Philip Curtis**, Consular Affairs, Systems Applications  
**Kazyak, Mary C.**, Office of Inspector General  
**Kim, Judy**, Summer Clerical Program  
**Krings, Julie Ann**, International Organization Affairs, Administrative Services  
**Leader, James E.**, Information Management Programs  
**Lee, Deborah R.**, Summer Clerical Program  
**Lipman, Miriam H.**, African Affairs  
**Lithgow, Karen Vanessa**, Summer College Intern

Madera, Jose, Information Management Programs  
Mahoney, Gerald J., Office of Administrative Affairs, New York  
Mann, Michael P., Summer College Intern  
Margolies, Sarah E., Office of Inspector General  
Mattis, Christopher G., Information Management Programs  
Mayo, Tara L., Executive Secretariat  
McBreen, Erin, International Communications and Information Policy  
McCourt, Randolph Tobias, Diplomatic Security, Administration  
Mickens, Patricia E., Summer College Intern  
Molunby, Sarah E., Office of Chief Financial Officer, Budget and Program Execution  
Moreno, Margarita M., Visa Services  
Moretti, Mark E., Diplomatic Security  
Murphy, Natalie C., Office of Inspector General  
Neill, Walter E., Foreign Service Institute, North and East European Languages  
O'Neil, Amy, Intelligence and Research  
O'Bryant, Kimberly M., Information Management Programs  
Or, Min Keth, Foreign Service Institute, Asian and African Languages  
Poole, Jennifer Carleen, Summer Clerical Program  
Prather, Jacqueline N., Information Management Programs  
Prowe, Garry J., Bureau of Administration  
Puente, Roberto D., Summer College Intern  
Ragone, Vincent A., European Affairs, Post Management and Research  
Reed, Marjorie E., Intelligence and Research  
Satterfield, Valerie Aimee, Foreign Service Institute, Romance Languages  
Schneider, Nancy A., Office of Foreign Buildings, Administrative  
Seefeldt, Susanne K., Summer Clerical Program  
Sheehan, Donald F., Intelligence and Research, Active Measures Analysis and Response  
Sherr, Adam L., Politico-Military Affairs  
Sickels, Jennifer A., Executive Secretariat  
Simmons, Pauline A., Summer

College Intern  
Skopek, Jirina, Foreign Service Institute, North and East European Languages  
Slade, Selena T., Summer College Intern  
Sluzar, Sophia I., Intelligence and Research  
Smith, Irvin Lee, Bureau of Administration  
Smoot, Doris E., Intelligence and Research, South American Division  
Snyder, Paul E., African Affairs  
Sohn, Christina E., Politico-Military Affairs  
Stanton, Heather L., Visa Services  
Stellrecht-Lowe, Beate M., Office of Foreign Buildings, Program Management  
Sykes, Tracie J., Summer Clerical Program  
Tait, Larry M., Consular Affairs, Communications and Records Section  
Tatum, Olita R., Summer College Intern  
Thompson, Amy, Legislative Affairs  
Thompson, John Edward, Citizens Emergency Center  
Tuck, Shawn R., Summer College Intern  
Tumminia, Frank, Information Management Programs  
Ugaki, Janice R., Summer College Intern  
Urie, Sheryl R., Summer College Intern  
Usticke, Alexander E., Office of Inspector General  
Valentine II, Thomas L., Foreign Service Institute, Language Studies  
Van, Trung C., Diplomatic Security, Security Technology  
Vest Jr., Donald S., Summer College Intern  
Vigder, Cheryl N., Visa Services  
Von Briesen, Frederica B., Office of Under Secretary for Management  
Wagner, Gerald E., Oceans and International Environmental and Scientific Affairs  
Washington, Elizabeth Ann, Passport Services  
Washington, Holly E., Citizens Emergency Center  
Woodward, Laura D., Washington Passport Agency  
Wooster, Henry T., International Narcotics Matters  
Yee, Carolyn B., Summer College Intern  
Zittrain, Jonathan L., Information Management Programs

## Reassignments

Brown, Gloria J., Office of Inspector General to Refugee Programs  
Cammatt, William G., Executive Secretariat to Inter-American Affairs  
Dowd, Delores D., Office of Foreign Buildings to Office of Inspector General  
Gutberlet, M. Regina, Office of Foreign Buildings to Foreign Service Institute  
Lamson, Lelia L., Information Management Programs to Diplomatic Security  
Murray, James C., Bureau of Public Affairs to Passport Services  
Pernell, Delores H., Office of Legal Adviser to Information Management Programs  
Thompson, Alesia R., Foreign Service Institute to Inter-American Affairs  
White, Eleanor E., Office of Legal Adviser to Information Management Programs

## Resignations

Arvizu, Eunhee, East Asian and Pacific Affairs  
Barlowe, Carey B., Office of Chief Financial Officer  
Birkenruth, Todd A., Equal Employment Opportunity and Civil Rights  
Black, William Faulkner, Office of Protocol, Visits  
Black, Yvonne L., Information Management Programs  
Bradley, William Orin, Information Management Programs  
Charles, Kevin J., International Organization Affairs, Economic and Social Affairs  
Chiu, Judith Cheung, Diplomatic Security, San Francisco Field Office  
Corbett, Natalie J., Los Angeles Passport Agency  
Croghan, Laura R., Belize City  
Deutermann, David W., Diplomatic Security, Information Systems Security  
Duley, Raquel Lee, Diplomatic Security, Philadelphia Field Office  
Fischer, David C., International Boundary Commission  
Fisher, Wilhelmina, Diplomatic Security, Investigations  
Forcier, Jill Maureen, European Affairs  
Galvin, Frederick T., Diplomatic Security, Security Technology  
Gandy, Pamela M., Diplomatic Security, Philadelphia Field Office  
Glaudemans, Jennifer L., Intelligence and Research, Soviet Foreign Political Division  
Haumann, Barbara J., Seattle Passport Agency  
Hira, Anil, Information Management Programs  
Hobson, Paula Ann, Office of Protocol, Visits  
Jones, Mary L., Medical Services  
Jordan, Kim Renee, Politico-Military Affairs  
Lee, Carolyn Brown, New Orleans Passport Agency  
Linder, Susan M., Office of Inspector General  
Manly, Tamara Renee, Information Management Programs  
McFadyen, Linda P., Passport Services  
McGrath, Rena C., Information Management Programs  
McLean, Emma J., Bureau of Administration, General Services Division  
Miranda Jr., Ceasar A., Bureau of International Organization Affairs  
Mitchell, Karen S., Information Management Programs  
Orlando, John F., Economic and Business Affairs  
Romagnoli, Nicole M., Information Management Programs  
Sears, Dennis Michael, Philadelphia Passport Agency  
Selin, Ivan, Under Secretary for Management  
Stojakovich, Kathleen, Medical Services  
Terrell, Laquayla M., San Francisco Passport Agency  
Thoms, Carole A., Information Management Programs  
Townsend, Meta K., Diplomatic Security, Intelligence and Threat Analysis  
Trottier, Paul J., Diplomatic Security, Intelligence and Threat Analysis  
Velez-Perez, Helga L., Foreign Service Institute, School of Professional Studies, Executive Development  
Yanohira, Dean Ryu, Los Angeles Passport Agency

## Retirements

Farris, Leroy, Information Management Programs  
Roberson, Lois D., Office of Director General  
Shelin, Gladys L., Los Angeles Passport Agency  
Smith, Martha P., Refugee Programs  
Tamanini, Pauline A., Bureau of Administration ■

# Bureau Notes

## The Seventh Floor

### Secretary's Office

SECRETARY BAKER traveled to London to attend the Group of Seven (G-7) economic summit; to meet with the leadership in Damascus, Alexandria, Cairo, Jeddah, Amman and Jerusalem; to attend the Association of South East Asian Nations annual ministerial meetings/post-ministerial conference in Kuala Lumpur; to meet with Mongolian officials in Ulaanbaatar; and to attend the summit in Moscow, July 14-August 2. Accompanying him and serving as members of the plane and advance teams were special assistants CARON JACKSON and KAREN GROOMES; staff assistants ARDIS FARMER, PETTY RILEY and MARILYN NEWMAN; the executive secretary of the Executive Secretariat, ROBERT PEARSON; deputy executive secretary WILLIAM ITOH; the executive director of the Executive Secretariat, LYNN DENT; Secretariat Staff officers and line assistants SUE BREMNER and SAADIA SARKIS (plane team); ANDREA RICHHART, MARSHALL HARRIS and BETTIE KUEHN (London advance); PEGGY RILEY, GILL DOUGLAS and Ms. Newman (Damascus advance); TOM TORRANCE and CINDY TRODDEN (Cairo advance); WHITNEY BAIRD and LINDA LYDA (Jeddah advance); JOE BARNES and KAREN EMMERSON (Kuala Lumpur advance); PATTY GILLESPIE (Ulaanbaatar advance); WHITNEY BAIRD (Moscow advance); computer systems specialist CLAIRE GILBERT; the under secretary for political affairs, ROBERT KIMMITT and special assistant CAROL VAN VORST and personal assistant MARY KARY STULTS; the under secretary for economic and agricultural affairs, ROBERT ZOELLICK, and his deputy, ROBERT FAUVER, and special assistant, ROSS WILSON; the director of the Policy Planning Staff, DENNIS ROSS, and his principal deputy, WILLIAM BURNS, and members of his staff, AARON MILLER, ANDREW CARPENDALE and personal assistant HELEN ELLIS; JEWEL LAFONTANT-MANKARIOUS, coordinator for refugee affairs, and special assistant EDWARD HEARST; the principal deputy assistant secretary for European affairs, JAMES DOBBINS; DAVID RANSON, director, Office of Southern European Affairs; the assistant secretary for Near Eastern and Pacific affairs, JOHN KELLY, and his deputy DANIEL KURTZER; the assistant secretary for international narcotics matters, MELVYN LEVITSKY; the assistant secretary for public affairs, MARGARET TUTWILER, and her deputy, GRACE MOE, and special assistant JUDY O'NEILL; and National Security Council staff member DOUGLAS PAAL. □

### Office of the U.S. Coordinator for Refugee Affairs

On June 24 coordinator JEWEL LAFONTANT-MANKARIOUS accompanied the UN high commissioner for refugees, SADAKO OGATA, to a meeting with PRESIDENT BUSH at which international refugee matters were discussed ...

Later that day, she hosted a meeting for the commissioner at which several Department officials were present. ... On June 28 she discussed findings from her trip to Turkey, Moscow, Egypt and Israel, during an appearance on the television broadcast of "Newsmakers" on WBBM-TV, Channel 2, in Chicago ... On July 11 she testified on behalf of the administration for reauthorization of the Refugee Act of 1980, before the Senate judiciary subcommittee on immigration and refugee affairs ... Only July 21-24 she served as a senior adviser on Secretary Baker's delegation to the post-ministerial conference in Kuala Lumpur, Malaysia ... Then she traveled to Jakarta and Singapore, where she conferred with Indonesian and Singapore government officials on conditions for Indochinese asylum seekers ... She visited several refugee camps during the visit. Traveling with her was senior policy adviser EDWARD D. HEARST.

On July 25 associate coordinator JAMES H. HALL testified before the House judiciary subcommittee on immigration, refugees and international law, regarding reauthorization of the Refugee Act of 1980 ... Mr. Hearst represented the coordinator's office at the June 18-19 meeting of the Organization for Economic Cooperation and Development working party on migration, in Paris ... On July 2 special assistant and officer for congressional and public affairs, MYRON WASYLYK, spoke at the Students for America foreign policy summit, on "U.S. Human Rights and Refugee Policy." ... He joined the staff following a two-year tenure at the Bureau for Human Rights and Humanitarian Affairs, Office of Policy, Legislation and Public Diplomacy. □

### Office of Protocol

The Offices of Foreign Missions and Protocol have jointly distributed to the embassies in Washington a publication, "Handbook for Foreign Diplomatic and Career Consular Personnel in the United States." It sets forth Department policies and practices pertaining to foreign diplomatic and consular personnel in the United States, and has been designed as a reference source.

JOSEPH VERNER REED, chief of protocol, swore in BRUCE GELB as ambassador to Belgium, June 24 ... He accompanied PRESIDENT BUSH to Toronto, Canada, July 9 ... On July 15-17 he accompanied the President to the economic summit in London, continuing on to Athens, Greece, and Ankara and Istanbul, Turkey ... He accompanied the President to the Moscow summit, July 29-August 1 ... RICHARD GOOKIN, associate chief of protocol, swore in JOHN MCCARTHY as the ambassador to Tunisia, July 22 ... He swore in MARY ANN CASEY as the ambassador to Algeria and STAPLETON ROY as the ambassador to China, July 29 ... LAWRENCE DUNHAM, assistant chief of protocol, traveled to New York to address a seminar for police officers on diplomatic immunity, sponsored by the Bureau of Diplomatic Security ... He swore in ROBERT H. PELLETREAU as ambassador to Egypt.

The ceremonial section coordinated the fol-

lowing: A luncheon for the chairman of the Senate of Pakistan given by the under secretary for international security affairs; a luncheon by the acting Secretary and his wife in honor of the president of Brazil and his wife; escorted the diplomatic corps to the National Victory Parade; a luncheon by the Secretary and Mrs. Baker in honor of the president of South Korea and his wife; a reception by the chief of protocol for the diplomatic corps, July 4; a luncheon by Mrs. Baker in honor of the wife of the Soviet foreign minister; a luncheon by the deputy secretary in honor of the foreign minister of Ecuador; briefings for the diplomatic corps, hosted by Mr. Reed, on the U.S. International Cultural and Trade Center and on the economic summit. The events were coordinated by MARY CLAIRE SHIPP, NANCY THOMPSON, KIM MIDDELTON, APRIL GUICE, RICK PAULUS and JOHNNA WRIGHT. □

## Administration

### Office of Foreign Buildings Operations

At a special ceremony in the office of Assistant Secretary ARTHUR FORT presented procurement assistant MARTHA A. THOMAS a 50-year length-of-service award, a Department plaque and a letter from PRESIDENT BUSH that cites her service to the Government ... JEROME F. TOLSON JR. became deputy assistant secretary for foreign buildings effective July 29, succeeding RICHARD N. DERTADIAN ... Prior to his departure, Mr. Dertadian traveled to Moscow for engagement in real property negotiations ... He met with Ambassador DEANE R. HINTON (Panama) to discuss plans to utilize a design/build contract to expedite the Torre Miramar office building annex renovation project. The ambassador was advised that a small business firm has been selected for the design phase of the chancery renovation project, and Foreign Buildings Operations will be exploring the possibility of using the Corps of Engineers for the construction phase ... Deputy director JOSEPH T. SIKES held a briefing for Ambassador-designate J. STAPLETON ROY (Beijing) to discuss the China property agreement, U.S. acquisition of a three-acre site near the diplomatic quarter, with plans for future construction of staff housing, and to provide a detailed accounting of existing conditions, projects and future programs for each of the China consulates ... The director for program execution, RALPH N. WHEELER, briefed Ambassador-designate MARY ANN CASEY (Algiers) on the architectural/engineering and construction planning for the new office building compound ... PATRICK R. HAYES succeeded RICHARD SHINNICK as director for operations, effective July 8 ... Mr. Hayes provided a briefing for Ambassador MORRIS D. BUSBY (Bogota) and discussed the geotechnical complexities involved with the site preparation work for the new office building, the construction schedule, the asset management program and its applicability to Bogota, and the recently-introduced housing policy ... Art in Embassies staffers met with members of the Foreign Service

Institute general services officer training course, and provided them a briefing on the Department's art program for overseas posts ... The art staff solicited the support of the trainees, advising them they will be directly involved in the receipt, care, handling, safety and eventual return of the art collections. This was a first-time presentation. The art staff will continue to participate in future training courses. □

#### Office of Operations

**Supply and Transportation:** GARY PROWE was welcomed to the office as an operational analyst for the director. He was formerly with the Department of Transportation ... GEORGE JENKINS, chief, Transportation Division, visited the Seattle area to review potential sites for a new Despatch Agency ... The division, in conjunction with American Express, conducted a series of seminars designed to assist bureau executive offices in managing travel programs. A complete updated revision of "It's Your Move," the division's guide for travelers, is now under final review. The current edition is dated March 1989.

**Safety Office:** STEVE URMAN, safety director, visited Tel Aviv and Jerusalem to discuss the Department's radon measurement and abatement program with post employees, and to consult with Israeli officials on technical issues associated with radon testing ... He assisted post management with its safety and occupational health responsibilities ... The office staff participated in a training session for bureau safety and health designees, in which the designees were furnished guidance on hazard identification, emergency evacuation planning, fire safety, renovation concerns, indoor air quality, asbestos and accident reporting.

**General Services:** BILL DAVIS, WILEVA JOHNSTON and JEAN HAMILTON, Diplomatic Reception Rooms Staff, supported the Office of the Secretary for the U.S./Soviet ministerial meeting at the Department, July 11-14 ... BILL DAVIS departed for Moscow, July 27, to assist the White House staff with the presidential dinner at the ambassador's residence ... Fleet Management Operations is planning refresher training in antiterrorist driving techniques, for chauffeurs and drivers ... It assisted the U.S. mission to the United Nations in New York in arranging antiterrorist driver training for mission chauffeurs ... KELVIN ARRINGTON was to travel to Moscow, July 27-August 4, to provide technical support for the President's meeting with business leaders to discuss free trade in the Soviet Union.

**Office of Acquisitions:** As part of the program to improve operations and customer service, the office has been working with the Foreign Service Institute to tailor to Department needs several special classes in cost and price analysis and contract administration.

**Overseas Schools:** For the eighth consecutive summer, in cooperation with the National Aeronautics and Space Administration, the Federal Aviation Agency and the University of Houston, the Office of Overseas Schools has sponsored an intensive two-week Aerospace Sci-

ence Institute for 25 selected teachers from Overseas Schools-assisted schools. The purpose of the institute is to make teachers aware of advances made in space exploration, to share the knowledge gained and to provide them the necessary tools to integrate space science into the science curriculum. To date, 293 teachers from 78 countries have attended. The growing recognition of the Overseas Schools Advisory Council's activities was said to be evident in the increased number of nominations for membership issued by heads of large US corporations and foundations. In this year alone, five chairmen of the following leading business organizations nominated for the Secretary of State's approval their senior executives: Ford Motor Co., Texaco Co., Dow Chemical Co., Caterpillar, and Coca-Cola Co.

**Building Management and Operations:** To ensure a reliable source of electronic power in emergency situations, functions tests were performed on all diesel generators on the second-floor roof ... Main State underwent a power curtailment, signaled by Pepco, in July, due to extreme heat and high humidity in the area. The target power reduction levels were met within the 30-minute response time by reducing the operation of various air handling and chiller units. The only noticeable effects on building occupants reportedly were moderately-elevated temperatures in certain localized areas. Other than during the power curtailment, readiness levels of Main State's operating equipment are being maintained at 100%, the office said.

**Office of Language Services:** A computerized interim language library was opened in the translating division, as a first step towards a comprehensive multilingual library to serve the complex reference needs of translators and interpreters ... The outgoing deputy assistant secretary for operations, Mr. Tolson, spoke at a reception which opened the new library. He praised director HARRY OBST for conceptualizing and designing the library, and members of the library committee, RUTH CLINE, TERESA DUNCAN, PAUL HOPPER, JOE MAZZA and JAQUELINE NIEMTZOW, for their work in implementing the design. Systems analyst VICTOR D'ANTONIO wrote the library's computer

program.

Staff interpreters PETER AFANASENKO, ELIZA BURNHAM, GIESELA MARCUSE, SIM SMILEY-COPP and FRANCES SEEDS assisted PRESIDENT BUSH at the economic summit in London ... Mr. Afanenko traveled to Vladivostok, and Moscow, where he was joined by the remainder of the language support team for the Bush-Gorbachev summit. The team consisted of language support coordinator CAROL WOLTER, staff interpreters DIMITRI ARENSBURGER, GALINA TUNIK-ROSNIANSKI and DIMITRY ZARECHNAK, staff translator LAWRENCE BURRELL and several contract interpreters and translators ... In two marathon sessions, the 14 Russian linguists assigned to the Geneva field operation of the office completed the translation, conforming and certification of the treaty on the reduction and limitation of strategic offensive arms, under the direction of acting language operations manager DAVID EDMISTER. Russian staff linguist DIMITRI ARENSBURGER was the certifying officer of the treaty ... On July 19 director HARRY OBST and division chiefs PILAR MOLNAR (translating) and STEPHANIE VAN REIGERSBERG (interpreting) briefed the incoming deputy assistant secretary for operations, Mr. CLARK, on the structure and operations of the office. □

#### African Affairs

**Office of the Assistant Secretary:** Assistant Secretary HERMAN COHEN participated in a panel discussion on "Conflict in the Continent: Ethiopia, Liberia, Sudan and Somalia," at the African-American Institute, in New York, June 14 ... He spoke before the World Jewish Congress, on the rescue of Ethiopian Jews, in New York ... He hosted a luncheon and addressed the

**AFRICAN AFFAIRS—**At award ceremony, from left: Gerard M. Gallucci, Kathleen Moody, Peter R. Chaveas, Rebecca Varner, John R. Byerly, Assistant Secretary Herman J. Cohen, Peter H. Barterin, Carla H. Menares, John M. Hall, Carl F. Troy.





**NJAMA, Sierra Leone**—Ambassador *Johnny Young* at a Gongoli devil ceremony, at opening of a self-help-financed community center here.

African-American Institute's board of trustees, June 19. Deputy assistant secretary JEFFREY S. DAVIDOW attended the luncheon ... Mr. Cohen was in Lisbon, June 21-24, to participate in a conference on Lusophone Africa, Portugal and the United States ... He traveled to Atlanta, June 25, to meet with former PRESIDENT CARTER and officials at the Carter Center ... Mr. Cohen traveled to Djibouti, London and Addis Ababa, June 28-July 3 ... He was awarded Niger's Order of Merit at a reception hosted by the Nigerian embassy, July 9 ... DWAYNE GATHERS joined the front office, July 1, as the special assistant to the assistant secretary ... CHRIS WILSON and NANCY IZZO JACKSON joined the office as staff assistants late in July.

**Deputy Assistant Secretaries:** Senior deputy assistant secretary Davidow addressed the Foreign Service Institute's African area studies class, on "The Bush Administration's Priorities in Africa," July 3 ... He traveled to Rome, Paris, Harare, Johannesburg and Maputo, July 7-22 ... He attended the Aspen Institute executive seminar, July 29-August 9 ... Deputy assistant secretary IRVIN HICKS participated in the Ethiopian peace talks in London, May 25-31 ... He spoke on the airlift of Ethiopian Jews, before the National Jewish Community Relations Advisory Council, in Chicago, June 10, and before the Jewish Federation of Metro West, in New Jersey, June 12 ... He attended a reception hosted by the



**DURBAN, South Africa**—Consul general *Bismarck Myrick* presents Meritorious Honors Award to vice consul *Timothy P. Zuniga-Brown*.

Institute on African Affairs, June 19 ... He traveled to Ethiopia, June 25-29 ... On July 12-30 he traveled to Djibouti, Ethiopia, Kenya and Zimbabwe ... Deputy assistant secretary ALISON ROSENBERG spoke to the Foreign Service Institute's African area studies class on aid to Africa, June 7 ... She attended the Institute for International Economics dinner, June 20 ... She attended a seminar hosted by the Congressional Research Service, June 21, and participated in the panel discussion entitled "U.S. Response to African Famine." ... She traveled to IBM headquarters in New York, June 27, to address corporate executives on "The Evolving Political and Economic Environment in Africa." ... Deputy assistant secretary LEONARD H. ROBINSON JR. was in Abidjan, June 6-14, to attend a chiefs-of-mission conference ... He also traveled to Conakry and Paris.

**Office of Central African Affairs:** STEVEN ALAN HONLEY, desk officer for Cameroon, Gabon and Sao Tome, was in Newport, R.I., July 21-26, as a player in the final week of the Naval War College's annual global war games.

**Office of Southern African Affairs:** The office welcomed PETER CHAVEAS, June 10, as the new director, replacing ROBERT PERITO, who is now director of Chinese and Mongolian Affairs ... JAMES CARRAGHER assumed his duties, July 8, as the deputy director responsible for South Africa, Zambia, Zimbabwe, Malawi, Botswana, Lesotho and Swaziland, replacing ALAN MCKEE ... Other new arrivals: WILLIAM JACKSON, country officer for Mozambique; MOOSA VALLI, country officer for Zambia and Malawi; and ANGIE SIMMONS, summer intern.

**Office of Public Affairs for Africa:** On August 1 Mr. Cohen addressed the Francophone Development Management Institute of the University of Pittsburgh, in the Loy Henderson Conference Room ... JOHN DOBRIN, Office of West African Affairs, with JAMES LEDESMA, Office of East African Affairs, and ROBERT PRINGLE, Office of Central African Affairs, participated in a discussion group on the formula-

tion of U.S. foreign policy in the Africa context ... JAMES M. YOUNG, Office of Francophone West Africa, addressed the Friends of Burkina Faso Association, in Washington, August 3 ... The office welcomed summer intern HOLLY GIBSON. □

## Consular Affairs

**Front Office:** On August 2 Assistant Secretary ELIZABETH M. TAMPOSI presided over an award ceremony to recognize those who had served on the Persian Gulf Task Force. She and principal deputy assistant secretary JAMES L. WARD presented Superior and Meritorious honor awards, letters of commendation and certificates of appreciation to individuals from throughout the Bureau and the Department who had performed consular work on the task force. Superior Honor Awards were given to the Office of Overseas Citizens Services and to the Public Affairs Office ... On July 11 Ms. Tamposi called on Congressman ROMANO MAZZOLI (D-Ky.), House Subcommittee on International Law, Immigration and Refugees, to discuss Romanian adoptions ... On July 15 she addressed the Nashua (N.H.) Rotary Club and, on July 1, the Chamber of Commerce of Laconia, N.H. ... BROOKE HOLMES has joined the bureau as special assistant, replacing JAMES BLANFORD. Mr. Holmes was formerly consul general in Kaduna, Nigeria ... PAM ROE has left the bureau as staff assistant for an assignment in the Bureau of European and Canadian Affairs.

**Visa Services:** WILLIAM E. RYERSON, associate director for visa services, headed the U.S. delegation to Tirana, Albania, April 20-July 13 ... TRIP ATKINS, Office of Legislation, Regulations and Advisory Assistance, traveled to the Soviet Union as a member of the advance team for the Moscow summit ... MARGARET COOPERMAN of that office spent July and part of August in Sao Paulo, Brazil, helping in efforts to relieve the nonimmigrant visa backlog ... The Visa Office welcomed DAVID BLOCH, MARY ANN KEKICH, TRIP ATKINS, BRIAN McNAMARA, PAUL ANDERSON and SARAH SMITH.

**Overseas Citizens Services:** On July 28, RICHARD GONZALEZ assumed the position of chief of the Near East Asia, Pacific and Africa Division, Citizens Emergency Center, replacing LAYTON RUSSELL ... CAROL SHUH joined that division in June ... From June 25-27 NICHOLAS RICCIUTI, director, Citizens Emergency Center, and PATRICK HEGARTY, acting chief, Inter-American Division, Citizens Consular Services, traveled to Nassau, Bahamas, for consultations with the U.S. embassy concerning U.S.-citizen prisoners and prison conditions. They also discussed the request by the government of the Bahamas for accession to the Council of Europe convention on the transfer of sentenced persons ... From June 1-14 ELIZABETH KIRINCICH, Near Eastern and South Asian Division, Citizens Consular Services, participated in Diplomatic Security crisis management exercises held in Bamako, Mali, and Conakry, Guinea ... She then proceeded to Bern, Switzerland, and Brussels,



Belgium, to consult at U.S. embassies and with foreign ministry officials concerning the U.S. interests sections in Tehran, Iran, and Tripoli, Libya ... From June 25-28 she attended the Council of Europe conference on the European convention on child custody.

**Passport Services:** On July 22-23 the Chicago Passport Agency welcomed WILLIAM CAMP, director of passport offices, and ADRIENNE HATCHETT, the bureau's personnel officer, for a site visit ... GRETCHEN SCHUSTER, regional director of the Chicago agency, has been re-elected to a second term as secretary/treasurer of the Chicago Federal Executive Board ... On July 15 GEORGIA ROGERS, deputy director, Citizens Emergency Center, visited the Seattle Passport Agency and met with the administrative staff, to discuss the interrelationship between her office and passport field agencies.

**Fraud Prevention Programs:** On July 29 MICHAEL J. HOGAN began his new duties as deputy director ... Consular officer ANNE AGUILERA was on temporary duty in Belize City, Belize, for 30 days beginning on July 2 ... Consular officer ROBERT B. ZUEHLKE provided antifraud training to inspectors from the Immigration and Naturalization Service, at Dulles International Airport, July 10. He was joined afterward by DAVIDA DAVIDSAON, JOYLEEN COHEN and JEAN WOOD for a tour of the new international arrivals terminal ... PAMELA HOLLIDAY attended the advanced consular course, July 1-19 ... JOHN S. ROHLF was to make a

**TORONTO, Canada—At consular officers workshop, left to right, first row: Jim Pritchett, Guadalajara; Ronald Robinson, Toronto; Harry Orr, Montreal; Betty Swope. Second row: Liz Barnett; Sylvia Bazala, Kingston; Phyllis Speck, Vancouver; Maryanne Martinez, Port-au-Prince; James Ward, Pablo Barreyro, Santo Domingo; Mary Sue Conaway, Mexico City. Back row: Curt Stewart, Nassau; Susan Alexander, Halifax; Paul Kline, Tijuana; Georgia Rogers; Margaret Murphy, Bridgetown; Dan Darrach, Ciudad Juarez; Dennis Merz, Calgary; David Stone, Hermosillo; John Raigan, Toronto.**



**CONSULAR AFFAIRS—A Superior Honor Award for the public affairs staff. From left, first row: Nyda Novodvorsky, Paula A. Williams, Michele Powell, Assistant Secretary Elizabeth Tamposi, Sandra Campbell. Second row: Charles S. Smith, Wallis Doerge, Alberta Espie, J. Michael Brennan, director.**

fraud programs review and provide training at both the Northeast Passport Processing Center and the Stamford Passport Agency, starting August 5 ... ASHEESH JAIN, who served with the advance team for PRESIDENT BUSH's visit to Ankara and Moscow, completed a summer internship in the Office of Fraud Prevention Programs, August 2.

**Office of the Executive Director:** From July 22-26 BARRY KEFAUVER, executive director, traveled to posts in Mexico to study the question of personnel restructuring. He was accompanied by KENNETH HUNTER of the Director General's Office, JOHN CLARK and MICHEL TRUITT of the Bureau of Inter-American Affairs, and TRACY DAVIS, Office of Management and Budget ... JAY SMITH, management analyst, left the bureau to assume a position as political officer in Kinshasa, July 24 ... ALICE MOORE joined the bureau on August 5 as management

analyst for the Inter-American and African Divisions. She was formerly in Kingston. □

## Diplomatic Security

### Office of the Assistant Secretary

AUDREY ANDERSON has joined the staff of Assistant Secretary SHELDON J. KRYS as the special assistant for information management affairs. She replaces LAMONTE SMITH, who has become the chief of the Special Support Division. □

### Information Management

**Systems Operations:** Deputy assistant secretary WARREN E. LITTREL attended the graduation ceremony for new-hire communicators, June 10. The new communications specialists, with their assignments, are WILLIAM BARNIA (Jeddah), LINDAO ENO (Paris), JAIME ESQUIVEL (Port-of-Spain), HOLLY HEGENBARTH (Cannara), DAVID HOVEY (Nato), MELINDA ISACHSEN (London), ROGER JOHNSON

**DIPLOMATIC SECURITY—Torch Run coordinator Andy Laine (left) and the agent-in-charge of the Secretary's detail, Ron Mazer (right) present T-Shirt to Secretary Baker. The bureau and the Inspector General's Office raised over \$2,500 for the D.C. Special Olympics from the run.**





**INFORMATION MANAGEMENT**—Chief of operations *Lawrence C. Smith* (left) presents computer operator *Raymond Thompson* the Meritorious Honor Award "for saving the organization costly overtime."

(Vientiane), MELINDA MAINS (Mexico), CHARLES REITZ (Bonn), and MICHAEL WALTON (Seoul) ... Mr. Littrel attended the swearing-in of the last new-hire communications specialist class of 1991. Students in the new class are DANA ALEXANDER, KATHERINE CHALKEY, MICHAEL ELLISON, DE ANNE HANKS and KIM LONG.

SID REEVES has replaced JOE HAZEWSKI as the director of the Office of Foreign Operations ... LEROY DONAHUE, chief of domestic operations, transferred to the Information Resource Management Division, Executive Office of the President, June 28 ... The Office of Inter-Agency Affairs participated in a Nato seminar, July 16-17, that examined how, under a regime of shrinking budgets, Nato could move from telecommunications systems dedicated to exclusive military use to greater reliance on the public switched network. Issues of survivability under all conditions, priority access during emergencies, diversity and redundancy, and cost effectiveness in an environment where commercial objectives increasingly are driving decisions were highlighted and will be discussed at a workshop to be convened in November under the auspices of Nato's Civil Communications Planning Committee.

The Programs, Installations, and Facilities Division installation team is in the process of installing the high-speed black mux, terminal equipment replacement program, and classified local area network in Rabat. EDWARD BENSON (team leader), HARVEY VAZQUEZ, ROBERT ROULEAU, LEE BRAND, GREG BENTLEY and FRANK AEBI are participating in this installation ... Another division installation team consisting of WILL SAYLOR (team leader), STAN COBBS, GEORGE GOLDSTEIN and TIMOTHY DICKERSON are in Brasilia for the high-speed black mux and enhanced terminal installation.

**Resource Management:** Information Man-

agement personnel welcomed home the following staff members who served in Operations Desert Shield and Desert Storm: RICHARD W. PEPPE, PHILLIP STEVENS JR., ANETHYNIA HAMILTON and MATHEW LIPKA ... Students who worked this summer included ANDREA WEIDNER, LINDA GEORGE, STEPHEN BERINGER, KARIN LARSON, ELIZABETH WINSTON, ELIZABETH GRAVES, MICHELLE DAVID, JOSE MADERA, MARC WRIGHT, CHRISTINE HOWD, APRIL BALLARD, SCOTT LEWIS, CHRISHANA PATTERSON, NICOLE ALLEN, JOSEPH KUCHNO, HEATHER SHELDRICK, MICHAEL RICH, AUDREY DAVIDOW, DAREN ROOTS, KELLEY LYONS, PATRICK MCGARRY, JACKIE PRATHER, LYNETTA BARNES, TIMOTHY BETHUNE, JAMES CHATMON, MICHAEL JAMES, JINA KIM, ROBERT LLOYD, PAMELA MILLER, LORI YOUNG, CLAIRE BARRETT, CRYSTAL ABRAMS, ROSE HOTCHNER, ERIC FAIN, STEPHEN KAUFMAN, GWEN COLSTON, CHRIS WRIGHT, KATHY BELSCHES, TROY BROOKS, WANDA COOPER, BARRY KEFAUVER, DANIEL KUSROW, MEGAN MEDLEY, JOSEPH SCOTT TIETGE, JUSTIN CAMP, KAREN BROWN, GWEN DAVIDOW, ERIC FICHTE, VALNITA HILL, CHRIS MATTIS, CHRIS DIXON and STEPHANIE JACKSON. □

### Security

#### **Emergency Plans and Counterterrorism:**

Anti-terrorism assistance program officer GEORGE GRABOW traveled to Manila and Jakarta, July 5-26, for program assessments and review ... Anti-terrorism assistance program officer ALEX MOORE traveled to Pineville, La., July 17-24, where he monitored an anti-terrorism assistance-sponsored course being offered to a Greek delegation representing federal and local agencies. The course was conducted by the U.S.

**DIPLOMATIC SECURITY**—*Michael Kelly* (right) receives his second U.S. Arms Control and Disarmament Agency Meritorious Honor Award from director *Ronald F. Lehman II*.



Marshals Service ... At the Connecticut State Police canine training facility in Meriden, Conn., anti-terrorism assistance program officer WILLIAM SIMMS evaluated the program's bomb-detector dog and dog handler training courses, August 5-7.

**Resource Management:** Interns who worked during the summer included JOHN BATTAGLIA, HOLLY BESOLD, DENIS CHARLESWORTH, KEN HANSON, MICHAEL HEATH, BRITT HEISIG, JAMES LEVINE, LAURIE McENTIRE and DEBORAH UEBE. □

### East Asian and Pacific Affairs

In July Assistant Secretary RICHARD SOLOMON accompanied by special assistant NICK MAUGER, had talks in Tokyo and Beijing before flying to Kuala Lumpur to join the Secretary's party for the Association of Southeast Asian Nations post-ministerial conference, July 20-24. Also attending the conference were deputy assistant secretary KENNETH QUINN; the directors of the bureau's Office for Economic Policy, RALPH MOORE, and Office for Indonesia, Malaysia, Brunei and Singapore Affairs, RICHARD TEARE ... Mr. Solomon and Mr. Mauger continued on, via Bangkok, to Kolonia for the South Pacific Forum dialogue, August 1-2 ... They then traveled to New Zealand, where Mr. Solomon delivered an address on the future of U.S.-New Zealand relations. They went on to Australia, and finally ended their trip with consultations in Papua New Guinea.

Principal deputy assistant secretary DESAIX ANDERSON participated in a panel, July 16, at the Japan-U.S. Friendship Commission ... On July 17 he spoke at a conference on "Preparing for a Pacific Century," sponsored by the Commission on U.S.-Japan Relations for the 21st Century ... Upon conclusion of the conference in Kuala Lumpur, Mr. Quinn flew to Hanoi and Vientiane for talks with the Vietnamese, and the Lao to investigate a photograph alleged to be of American soldiers missing from the time of the Vietnam war. He then traveled to Manila for consultations before returning to the United States.

**People:** WILLIAM H. BARKELL is the new deputy director of the Office for Freely Associated State Affairs, replacing LOUIS LICHT, who has been reassigned to the U.S. Arms Control and Disarmament Agency ... JOHN CRAWFORD has retired ... BRIAN WOO, formerly on a Pearson assignment with the Governor's office in Hawaii, is the new Australia desk officer, replacing JEFFREY BUCZACKI, who has moved to the bureau's Office for Economic Policy ... LEE MARTINEZ came from the Brazil desk to replace JEAN BONILLA as New Zealand desk officer. Ms. Bonilla is on transfer to Seoul ... BARBARA S. HARVEY, former assistant director, Office for Indonesia, Malaysia, Brunei and Singapore Affairs, departed late in July for her new position as deputy assistant secretary of personnel. Her replacement is ALAN BARR, who spent 1990-91



**JAPANESE AFFAIRS**—Recipients of group Superior Honor Award, from left: *Mark Minton, Robert Ludan, Jason Hyland, deputy*

*assistant secretary L. Desaix Anderson, office director John Malott, Jeff Baron, Robin White, Frances Valls, Richard deVillafranca.*



**SINGAPORE**—At ceremony where group award was presented to economic/political section, left to right: *Anthony Holmes, Suzanne Thibault, Thomas Martin, Rose Hammond, Ambassador Robert Orr, Debra Heien, Chia Swee Hoon.*

as a student at the National War College ... **DEBORAH L. LINDE**, formerly Malaysia desk officer, has left for her new assignment as economic counselor in Kinshasa ... **BOB WANG** has joined the Office of Vietnam, Laos and Cambodia Affairs as Cambodia desk officer, replacing **HARVEY SOMERS**, who has left to begin Chinese language training ... **MIKE HONNOLD** was working on the desk prior to training at the Foreign Service Institute.

**JOHN R. MALOTT**, director, Office of Japanese Affairs, traveled to Kennebunkport, July 11-12, to support the President's meetings with the Japanese prime minister. □

## Economic and Business Affairs

On May 15-17 Assistant Secretary **EUGENE J. McALLISTER** traveled to Paris ... From there he traveled throughout the Soviet Union as part of the President's initiative on technical assistance in food distribution, to study agriculture and distribution in the Soviet Union ... On June 3-5 he traveled to Paris to attend a ministerial ... On June 14 he traveled to New York to address the Institute of International Bankers on the interrela-

tionship of political and economic factors in current world trends ... On July 8-12 he led a group of oil company executives to Moscow for the first U.S.-Soviet energy roundtable dialogue ... In Washington the following week, he hosted a Soviet delegation for the sixth round of bilateral investment treaty talks ... Mr. McAllister testified, July 29, before the House Ways and Means Committee, on fair trade in financial services ... He appeared before the committee, July 31, on Gulf responsibility-sharing.

**LARRY W. ROEDER JR.**, international commodities economist, Office of East-West Trade, conducted an economic survey of Albania, May 2-20. The mission's goal was to assess where U.S. industry might invest to the benefit of the United States and Albania ... **TIMOTHY BRAND**, Office of Cocom Affairs, led a U.S. delegation to Paris for Coordinating Committee discussions on aircraft sales to the Soviet Union and other proscribed destinations. Agreement was reached on most issues, resulting in a liberalization relative to provision of spare parts and repairs for commercial aircraft ... **LINDA RECHT**, Office of Cocom Affairs, led the U.S. delegation to Paris for Coordinating Committee negotiations on the correlation of the Coordinating Committee on Export Controls dual-use embargo list with the international customs list ... She cochaired the U.S. delegation to the session of the Cocom subcommittee on export controls, with **LAURA KIRKCONNELL**, Office of Cocom Affairs, in which establishment of a license-free zone for trade among the Cocom partners and cooperation of third countries with Cocom was negotiated.

The deputy assistant secretary for transportation affairs, **CHARLES ANGEVINE**, chaired Canada civil air negotiations in Washington, June 5-6 ... He chaired the U.S. delegation at aviation negotiations with Canada, in Regina, Saskatchewan, July 23-26 ... **MARGARET COMISKEY**, Office of Aviation Negotiations, participated in both negotiations with Canada ... Mr. Angevine led an interagency maritime delegation at bilateral talks with Venezuela, in Washington, June 24 ... **GEOFFREY OGDEN**, director of maritime and land transport, participated in those talks ... Mr. Angevine participated in the international aviation issues symposium in Brussels, June 19-21 ... Special negotiator **JAMES TARRANT** traveled to Mexico for transportation talks, June 11-13 ... He chaired aviation negotiations with Italy, in Washington, June 5-6. **CORNELIA WEIRBACH**, Office of Aviation Negotiations, participated ... Office director **GENE GRIFFITHS** attended the first week of the fifth meeting of the aviation security panel, June 10-14, in Montreal, Canada, as a member of the U.S. delegation. **JOAN GRAVATT** attended the same meeting, for its two-week duration, as a member of the U.S. delegation ... **PAUL R. WISGERHOF**, director, Office of Aviation Negotiations, chaired aviation talks with Macau, in Washington, June 26-27. **RONALD K. KIRKPATRICK** of that office participated ... **ROBERT H. STERN**, deputy office director for aviation negotiations, chaired avia-



**MANILA, Philippines**—Administrative counselor **Robert A. MacCallum**, presents meritorious service increase certificate to **James E. Morgan**, communications support officer, left.



**EAST ASIAN AND PACIFIC AFFAIRS—**Deputy assistant secretary *L. Desaix Anderson* (left) presents Superior Honor Award to *William Primosch*, Office of Chinese and Mongolian Affairs, for his economic reporting.

tion talks with Jamaica, in Washington, June 17-19. Mr. Kirkpatrick participated ... Mr. Stern chaired aviation talks with Hong Kong, in London, July 16-18 ... He chaired aviation talks with Chile, in Washington, July 23-24. Mr. Kirkpatrick participated ... Mr. Stern chaired aviation talks with Belgium, in Washington, July 29-30. Mr. Kirkpatrick participated.

**GEOFFREY OGDEN**, director, Office of Maritime and Land Transport, appeared as an administration witness before the Senate trade subcommittee hearings on shipbuilding, August 2 ... **JOSEPH RICHARDSON**, deputy director, participated in maritime negotiations with Brazil, July 29-30, in Washington ... He attended the North American Free Trade Agreement, land transportation talks, July 3, in Mexico, and on July 18 in Washington, as well as the bilateral U.S./Mexican land transportation working group meeting, July 19, in Washington ... **BRUCE CARTER**, who was to replace Mr. Richardson as deputy director, August 12, participated on behalf of the Office of Maritime Affairs in bilateral maritime talks with Japan and Korea, in those countries, July 8-12 ... **STEPHEN MILLER** led the U.S. delegation to the meeting of the Maritime Committee at the Organization of Cooperation and Development, in Paris, July 3-5 ... **MARY BURCE WARLICK**, Textiles Division, traveled to Seoul, Hong Kong, Macau and Thailand for bilateral textile talks and, on August 1, attended a North America Free Trade Agreement textiles working group meeting in Mexico City.

*People: Arrivals:* **BRUCE KIMMER**, **JASON JAMIESON** and **FREDERIC KING**, Executive Staff; **GLEN RASE** and **SANDRA CLARK**, Office of Monetary Affairs; **LAUREN**

**MORIARITY** and **PAUL O'FRIEL**, Office of Development Finance; **DANIEL MARTINEZ**, Office of Investment Affairs; **WILLIAM MEMLER** and **PHILIP R. DROUIN**, Developing Countries and Trade Organizations Division; **EDMUND SAUMS** and **TODD KUSHNER**, Developed Country Trade Division; **JEAN SURENA** and **JOHN PAUL LYLE**, Textiles Division; **PETER NIESSEN**, Special Trade Activities Division; **SAMUEL SMITH**, **PAMELA WARD** and **JOHN SPEIGEL**, Office of Aviation Negotiations; **JOAN CORBETT** and **DARNELL STEUART**, Office of Aviation Programs and Policy; **JOSEPH PENNINGTON**, Security Enforcement and Licensing Division; **PAUL HURLEY**, Security Trade Controls Division; **EDWARD BOOTH**, Energy Consumer-Country Affairs Division; **TODD SCHWARTZ**, Energy Producer-Country Affairs Division; and **NATALIE JARESKO**, International Trade Controls. □

## European and Canadian Affairs

*Office of Soviet Affairs, Office of Multilateral and Security Affairs:* **JEFF GARRISON** arrived in Geneva, June 30, to replace **JANETTE HILL** as the office's representative at the strategic arms reduction talks ... On June 10 **GORDON GRAY** addressed members of the High School Student Ambassador program, on U.S.-Soviet relations ... He briefed Department interns on the same subject, July 24 ... **JACK DEASY** spoke about U.S.-Soviet relations to students from the University of Pittsburgh who visited the Department, July 12. □

**NICOSIA, Cyprus—At award ceremony, from left: Teresa Stewart, Carolyn Huggins, Ambassador Robert Lamb, Thekla Kypreou, Lane Cubstead, Dorothy Akkides, Greg Engle.**



**MADRID, Spain—At retirement ceremony, left to right: Valentin Sanchez (39 years), Irene Gisbert (29), Ramon Osset (34), deputy chief of mission Edward A. Casey Jr., Carmen**

**Rodriguez (20), Ely Vany Der Grift (36), Victoriano Serrano (36), personnel officer Mary Stitt, Maria Dolores Canabal (30).**



**HELSINKI, Finland—At award ceremony, from left: Jorma Tapiovaara, Marko Jokinen, Kai Kallio, Aki Lepisto, Heimo Lehtola,**

**Ambassador John Weinman, Seppo Juurikala, Gun-Britt Metsamaki, Mikko Luoso, William Kiehl.**



## Family Liaison Office

The following community liaison coordinators visited the Family Liaison Office during June and July: JEANINE JENNINGS (Jakarta); JEANNE WEAVER (Lagos); CARMEN GEIS (Buenos Aires); ANITA KAINTH (Kigali); MARIA DOMINESSY (Bujumbura); COLETTE LANKFORD (Yaounde); POLLY EMERICK (Bangkok); MARY ROBINSON (Dakar); LINDA OLESON (Abu Dhabi); JERRY RICHMOND (Hong Kong); JULIA SHEELY (Belgrade); LILITH ANDERSON (Bombay); TRUDY BAGLEY (Port-of-Spain); SANDRA DUNCAN (Port-au-Prince); SALLY HORNE (Ankara); NOREEN CULL (Frankfurt); JANICE EADES (San Salvador); JAN COHEN (Kathmandu); and KAREN LUNDAHL (New Delhi). □

## Finance and Management Policy

From June 15-22 chief financial officer JILL E. KENT, accompanied by European bureau executive director DOUGLAS LANGAN, traveled to Warsaw, Berlin, Brussels and Paris, to review the budgetary impact on past operations and to consult with the financial management and policy staff at the Regional Administrative Management Center, Paris ... From June 30-July 13 RICHARD L. GREENE, associate comptroller for budget and planning, traveled to Tokyo, Beijing, Quanzhou, Hong Kong and Seoul, accompanied by deputy executive director MARSHALL ATKINS, Bureau of East Asian and Pacific Affairs, to discuss budget issues ... On July 1 PAUL ARTABANE, director, Budget and Program Execution Office, with JOSEPH HUGGINS and SUSAN GARRISON, briefed the French deputy director of budget and financial affairs for the Quai, regarding U.S. budget practices and State Department allowances and financial management.

Office of Budget and Planning budget ana-

**FINANCE AND MANAGEMENT POLICY—**  
*Jill E. Kent, chief financial officer, left, presents John Jacob Rogers Award to Elizabeth A. (Toni) Gibbons, former associate comptroller for financial management, who retired after 29 years of service.*



lyst JOSEPH KENNY accompanied inter-American bureau executive director JOHN CLARK and senior post management officer LEW GILSTRAP on a visit to Lima, Peru, and La Paz, Bolivia, the week of June 17-22, to resolve issues facing these posts. The issues centered around the President's Andean drug initiative, other U.S. Government agency presence at the post, Department of State staffing, hyperinflation, security issues, immigration reform and medical concerns ... ALAN EVANS, director, Office of Accounting, Financial Operations, traveled to Paris, May 14-22, to consult with the embassy and the Regional Administrative Management Center financial management staff on financial management issues, including the accuracy of overseas obligation and liquidation data, chief financial officer legislation, merged-year accounting, overseas receivable activity and limited payability ... From June 11-22 HARRIET L. LANCASTER, executive director, Bureau of Finance and Management Policy, traveled to Mexico City, Guatemala and Kingston, accompanied by CHARLES W. MILLER, regional administration management center coordinator, Office of Financial Operations. Their objectives included identifying organizational development issues/concerns; providing training to all Foreign Service officers and Foreign Service national supervisors and team leaders in performance management and individual development plans; reviewing budget, space, bank reconciliation resource requirements, and scheduling issues. They also reviewed the financial management system in Mexico and the serviced-posts financial management systems in Guatemala and Kingston.

During June and July, three installations of service-posts financial management systems were completed, with officers from the Office of Financial Management participating in the travel and activities ... In early June WAYNE BOBBY visited San Jose, Costa Rica, and the Regional Administrative Management Center in Mexico City, to assist in installation of the serviced-post financial management system in San Jose, and to review the overseas financial management systems activities in Mexico ... In addition, JUDY ROUSE visited Panama City with the installation team there ... For one week spanning the end of June and early July, TOM PETTIT participated in the serviced-posts financial management system installation in San Salvador, El Salvador ... Domestically, during the second week of June, Mr. Bobby attended a training seminar on management of government financial programs, at the School of Public Affairs in Baltimore ... During the last week of June, HOWARD RENMAN attended a three-day program to discuss developments in financial systems, technology and federal management, presented by the Association of Government Accountants in Kansas City, Mo. □

## Foreign Missions Office

The office, in conjunction with the Office of Protocol, has developed and published a "Handbook for Foreign Diplomatic and Career Consular

Personnel in the United States." ... On July 24 Foreign Missions director DAVID C. FIELDS and protocol chief JOSEPH VERNER REED presented the first copy to Shaikh SAUD NASIR AL-SABAH of Kuwait, acting dean of the diplomatic corps. The handbook is intended to assist foreign missions and their diplomatic and career consular personnel in the United States in their dealings with the two offices.

The "Quality Employee of the Month" awards for July and August were presented to CORY ZEMENY and NAN BURNS of the Washington and New York travel staffs, respectively ... Mr. Zemeny was presented his award for his improving and updating of standard office procedures, including statistical reporting ... STANLEY LAGG, director of the New York office, presented Ms. Burns her award for her contributions to the development of new software for the travel program. □

## Foreign Service Institute

Seminars were held for ambassadors-designate and spouses, June 10-21 and July 8-19. They included an offsite session with Diplomatic Security, a media workshop and a program for spouses offered by the Overseas Briefing Center ... In conjunction with the European bureau, the Center for the Study of Foreign Affairs continued its series of roundtable discussions on transition in the Soviet Union. On June 18 the sixth conference focused on the labor movement as a force in Soviet politics ... On July 24 the center hosted another roundtable on Korea's internal dynamics, North-South talks and the U.S. role in Korea and Asia.

GWEN CORONWAY is the new director of the Consular Training Division, replacing BETTY SWOPE, who is studying Arabic prior to leaving for Cairo ... CATHY RUSSELL has begun her duties as deputy executive director ... On July 12 representatives of the institute visited the Foreign Broadcast Information Service, for a morning of briefings on its operations around the world ... The School of Area Studies welcomed nine summer interns: CHRIS BANKS, ANDREIA CLAY, AVIS ELLIOTT, ELLEN FRED, ANDREA FREEMAN, DELICIA HEGWOOD, CARRIE REICHERT, CHRISTI SHEWMAN and MICHELLE ZAGER.

Near East/North Africa chairman PETER BECHTOLD organized a one-week seminar, July 8-12, for Lieutenant General JOSEPH HOARE, new commander at the Central Command, who is replacing General NORMAN SCHWARZKOPF ... On July 18 West Europe Chairman KENDALL MYERS participated in a National Intelligence Council symposium on Germany, at Main State ... East Asia chairwoman ANNE IMAMURA traveled to Japan, where she visited the Yokohama school and consulted with graduates assigned to Tokyo and Fukuoka ... On June 24-25 she traveled to Chicago and Kansas City to address the Chicago Council on Foreign Relations, the International Relations Council and business and professional groups on "The Changing Role of Women in Japan." ... On July



**FOREIGN SERVICE INSTITUTE—In advanced consular course, from left, first row: Clarence Hudson, Lima; Linda Powell; Janet Davis; Assistant Secretary Elizabeth Tamposi; David Abell, Harare; Denise Burgess, Bombay; Ann Sides, Belgrade; Joyce Marshall, Bangkok. Second row: Joe Borich; Donald Leidel; Robert Dolce; Sandy Shipshock, Warsaw; Paul Van Son, Tel Aviv; Pamela Holliday; Thomas Reid, Amsterdam; Eugene Sweeney, Naples; Gwen Coronway.**



**FOREIGN SERVICE INSTITUTE—At consular employees workshop, left to right, first row: Tahir Saleem, Lahore; Jimmy Ho Shiu Yuen, Hong Kong; Janaki Vaidyanath, Madras; Hanna Poplawska, Warsaw; Niloufer Chenoy, Karachi; Anita Cubar, Manila; Cynthia Perez, Guayaquil; Diana Cisneros, San Salvador. Second row: Sulistiowati Israwan, Jakarta; Kissondai Rupee, Georgetown; Pearl C.C. Lee (observer), American Institute in Taiwan; Min Chong Kim, Seoul; Betty Swope; deputy assistant secretary Jim Ward; Ann Williams, Dublin; Santano Fernandes, Bombay. Third row: Roshan Lal Indora, New Delhi; Frank Turley; Mariella Monasi, Lima; John Beckwith, London.**

MUKRIME ONURSAL, Turkish instructor, reviewed a Turkish textbook in the spring issue of the American Association of Teachers of Turkish Newsletter . . . In June, language and culture instructors MOSHE COHEN and JUDITH THOMAS spoke at the annual conference of the National Association of Hebrew Professors, at Emory University, Atlanta . . . PRAWET JANTHARAT became acting language training supervisor for the Thai and Khmer language programs . . . In July, several staff members participated at a summer language symposium in Lithicum, Md. The following made presentations: MAHMOUD ELGIBALI, MASAKO NANTO, PRAWET JANTHARAT and ABDELNOUR ZAIBACK, Asian and African Languages Department; EVA PAZ, KRZYSTYNA SADLOWSKA, KRZYSTYNA S. SMITH, KRZYSTYNA WOLANCZYK and VICTOR LITWINSKI, North and East European Languages Department; MARTHA MORENO and LAUDE CUTTIER, Romance Department; and FREDERICK JACKSON, Research, Evaluation and Development, who also chaired one of the sessions . . . JIJIS CHADRAN, PRAWET JANTHARAT and SOUKSOMBOUN SAYASITHSENA, Department of Asian and African Languages, made presentations at the Conference on Southeast Asian Language Teaching and Applied Linguistics, at Cornell University . . . FREDERICK

JACKSON, Research, Evaluation and Development, chaired the conference and also served on the Southeast Asian studies summer institute language advisory committee, at Cornell . . . Mr. Jackson later participated in a seminar on teacher training, at Bryn Mawr College, hosted by the National Council of Organizations of the Less Commonly Taught Languages.

JEAN GUTBERLET has joined the staff of the Overseas Briefing Center. She will be workshop assistant for the security overseas seminar . . . That seminar's summer family training has been in full swing, with over 340 parents and children taking in weekly sessions about staying safe during travel and while posted abroad. The programs aim to provide a learning lab for development of training materials which will go to overseas posts . . . BRANDON GROVE JR., institute director, participated in the Aspen Institute's Executive Seminar, July 15-26. □

## Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER traveled to Panama City, Bogota and Lima, July 7-13, to discuss the status of human rights and related objectives in the region . . . Deputy assistant secretary NANCY ELY-RAPHEL traveled to Geneva, where she served as deputy head of the U.S. delegation to the meeting, on national minorities, of the Conference on Security and Cooperation in Europe, July 1-19 . . . The bureau held three days of training, July 30-August 1, for the staff of its Asylum Office. Attending were representatives of the Immigration and Naturalization Service, the Office of the Legal Adviser,

28 JOHN COLLIER, associate dean and Africa chairman, addressed college professors at the University of Virginia on "Global Change: Africa in the Modern World." . . . MADELINE EHRMAN, director of research, evaluation and development, School of Language Studies, conducted a plenary workshop on language-learning styles, at Cornell University, and for Russian teachers of English, at Johns Hopkins School of Advanced International Studies . . . CHRISTIAN HOFFMAN, curriculum and training specialist in Research, Evaluation and Development, participated in the 17th Xerox users group conference, in San Francisco.



**EAST ASIAN AND PACIFIC AFFAIRS—**  
*Lawrence Robinson* (right), Office of Chinese and Mongolian Affairs, receives Meritorious Honor Award, for his work on human rights in China, from deputy assistant secretary *L. Desaix Anderson*.

the Office of the UN High Commissioner on Refugees and the Executive Office for Immigration Review.

On July 15 and 22 senior policy adviser GEORGE LISTER spoke on U.S. human rights policy to participants in two Foreign Service Institute courses, "Human Rights and the Foreign Policy Process" and "Reporting from Abroad." Both courses were conducted by THOMAS WILLIAMS, director of the bureau's country reports team. Mr. Lister spoke on the topic again, when he addressed visiting students from the Maryland Summer Center for International Studies, July 17 and 31. On July 18 bureau special assistant ROSEMARY O'NEILL briefed members of the Moscow Charity Movement and the Leningrad Charity Society about humanitarian projects being developed by U.S. organizations for the Soviet Union.

**People:** The bureau welcomed new staffers, including: the former U.S. ambassador to Yemen, CHARLES DUNBAR, who is now the bureau's senior policy adviser for the Middle East; DEAN WELTY, director of the Office of Multilateral Affairs, replacing SAMUEL V. SMITH; JUDITH KAUFMANN, who replaces ABELARDO ARIAS as deputy director of the Office of Bilateral Affairs, and who also takes over SHEILA GWALTNEY's role as bilateral affairs officer for West Africa; HILLEL WEINBERG, the new bureau special assistant; PATRICK HOTZE, who replaces JOHN UNDERRINER as bilateral affairs officer for the East Asia and the Pacific; GERRY FULLER, who is covering Central, East and South Africa after CASSIE GHEE's departure; and intern MARIA STEPHENS, who is doing graduate work at Johns Hopkins School of Advanced International Studies. ROBIN QUINVILLE is transferring from the Office of Multilateral Affairs to succeed Abelardo Arias as bilateral affairs officer for Europe. □

### Inspector General's Office

The office is in the process of finalizing its fiscal 1992 annual work plan. In addition to consultations with Department managers, cables

were sent out requesting suggestions from all Foreign Service posts. Once the plan is approved, copies will be distributed to all Department bureaus and overseas posts.

**Office of Audits:** The Departmental Support Programs Division released an audit report on the Department's contract with Personal Development Systems, Inc. ... Joining the Property Management and Procurement Division is MARY P. SIATIS, a recent graduate of George Mason University. ... Starting with the Departmental Support Programs Division is DALE A. LAWVER, from the Department of Agriculture's Office of Inspector General in Chicago. ... DELORES S. DOWD, secretary, joined the Office of Audits on a lateral transfer from the Interior Design and Furnishings Division of the Office of Foreign Buildings Operations. ... Auditor MATTHEW JADACKI has left the Department to join the new assistant inspector general for audits at the Federal Emergency Management Agency.

**Office of Counsel:** RICH GOLD, a law student at Georgetown, has joined the Office of Counsel as a summer intern.

**Office of Inspections:** The inspection teams are beginning work on the fall cycle reviews. Team 1, led by ROSCOE SUDDARTH, will be inspecting Germany. Team 2, directed by RICHARD HOWLAND, will be inspecting Sweden, Ireland and Luxembourg. Team 3, under the leadership of DAVID ZWEIFEL, will be reviewing operations in Spain and Portugal. Team 4, led by WILLARD DEPREE, will be inspecting Australia and New Zealand. Team 5, led by FERNANDO RONDON, will be conducting a review of several South Pacific posts (Fiji, Solomons, Papua New Guinea, Western Samoa, Marshalls, Micronesia, Palau). ... The office welcomed a new inspector, CRAIG WHITE, formerly of the Bureau of Finance and Management Policy and, recently, with the Inspector General's Office of Policy, Planning and Management. ... Also joining the office as an inspector is Foreign Service officer LOUIS A. McCALL.

**Office of Investigations:** Joining the Office of Investigations are special agents ALAN JONES, a presidential management intern previously with the Equal Employment Opportunity Commission; NATALIE C. MURPHY, formerly with the Immigration and Naturalization Service, New York District; JAMES TAPSCOTT, from the Department of Health and Human Services; and JOHN REDMOND, from the Commerce Department, Office of Export Enforcement.

**Office of Security Oversight:** The deputy assistant inspector general for security oversight, BEVERLY LOVELADY, and inspector BERNARD DOUGHERTY were selected for long-term training at the Industrial College of the Armed Forces, beginning last month. ... JOSEPH LUKAS has joined the office as an auditor, transferring from the Office of Audits. ... RAMSEY Z. MILLS JR., Foreign Service officer, has joined the office as a security engineering inspector. ... SARAH E. MARGOLIES, a Harvard student, has joined as a summer intern. ... Reports have been issued on the security inspections of Indonesia and Thailand, and on the followup

inspections of Embassy Moscow and Consulate General Leningrad.

**Office of Policy, Planning and Management:** Joining the executive office are summer intern SHEILA O'BRIEN, and a computer systems analyst formerly with Technical Management Services, Inc., KENNETH KOBILARCIC. □

### Inter-American Affairs

Assistant Secretary BERNARD W. ARONSON attended the July 26 meeting between PRESIDENT BUSH and PRIME MINISTER EUGENIA CHARLES of Dominica at the White House, and the luncheon hosted by acting secretary LAWRENCE EAGLEBURGER in her honor at the Department. ... On July 29 Honduran President RAFAEL LEONARDO CALLEJAS presented Mr. Aronson the Jose Cecilio del Valle Decoration in honor of his contributions to regional political dialogue and economic develop-

**CARACAS, Venezuela—**At a black-tie retirement dinner in honor of *Marion V. Norris*, right, Ambassador *Michael M. Skol* presents her the John Jacob Astor Award in recognition of her more than 40 years in the Foreign Service.



**MERIDA, Mexico—***Gina Yarisol*, consular agent assistant in Cancun, right, receives Meritorious Service Award from principal officer *Stephanie Smith*.





**SANTIAGO, Chile**—Gerald R. Konz is awarded the Purple Heart, for injuries sustained in a terrorist attack against the Marine House last February, by Ambassador Charles A. Gillespie.

ment. The ceremony took place in Washington ... ROBERT S. GELBARD has joined the front office as principal deputy assistant secretary, effective August 12 ... DONNA J. HRINAK assumed her responsibilities as deputy assistant secretary for Mexico and the Caribbean, August 1, replacing SALLY GROOMS COWAL, who has been confirmed as ambassador to Trinidad and Tobago. □

### International Communications and Information Policy

On July 2-3 the bureau hosted a U.S./Mexico telecommunication conference in Chestertown, Md. Coordinator BRADLEY P. HOLMES and Federal Communications Commission chairman ALFRED SIKES signed three agreements with the Mexican under secretary of communications and transport, CARLOS MIEV Y TERAN. The agreements established (a) mutual protection of frequencies used in both the United States and Mexico for presidential communications, (b) coordination of U.S. and Mexican satellite services, and (c) coordination of U.S. and Mexican law enforcement and public safety frequencies and services.

On July 11 Mr. Holmes gave an address, "Building New Technology Ventures with Soviet Republics and Cities," at the ComputerWorld symposium in Moscow ... On July 8-9, in Paris, RICHARD BEAIRD, bureau deputy director, and in his capacity as chairman of the Committee on Information, Computers and Communications Policy, reviewed with the committee's staff their work plans for 1992, and discussed with the Organization for Economic Cooperation and Development secretariat the role of telecom-



**INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY**—Dan Clare, right, receives Meritorious Honor Award from coordinator Bradley P. Holmes.

munications in central and eastern Europe.

The communications bureau and the economic bureau participated in the inaugural discussions of coverage of telecommunications services under the North American Free Trade Agreement ... During the week of July 15 the bureau hosted, on an interagency basis, and with private-sector participation, a visit by a 19-member Brazilian delegation of senior telecommunications executives and government officials, headed by the minister of infrastructure ... Special adviser WARREN CLARK, accompanied by private-sector experts and contractors, traveled to eastern Europe to launch the bureau's telecommunications technical assistance program, with policy seminars in Hungary and Bulgaria ... The Soviet minister of communications came to the United States the week of July 15 to meet with AT&T, U.S. West and other firms, to sign the International Telecommunications Satellite Organization (Intelsat) agreement, and launched bilateral talks with the United States ... Bureau

deputy director KENNETH BLEAKLEY participated in a public teleconference with the Soviet minister to announce a General Telephone & Electric "Spacenet" joint venture that will provide digital satellite links for business communications to Moscow.

The United States and Germany concluded their first dialogue on telecommunications the week of July 8. The U.S. delegation was led by Mr. Holmes, and the German delegation was led by the ministry of posts and telecommunications state secretary, FRERICH GORTS. The talks focused on developing regulatory policy in both countries; upgrading telecommunication infrastructure in East Germany; and coordinating technological advances, standards and future frequency allocations ... The bureau's RANDY EARNEST represented the Department at the International Maritime Satellite Organization council meeting on regulatory matters, July 17-24, in Greece ... CURT JORDON has completed his temporary assignment with the bureau and has been replaced by WILLIAM CHASE ... The bureau welcomed new staff member SHARON BERGER ... EVELYN BOYD, JACKIE BROWN and DANIEL CLARE have departed. Mr. Clare, receiving a Meritorious Honor Award, will be joining his wife on her new assignment as consul general in Guayaquil, Ecuador. □

### International Narcotics Matters

Assistant Secretary MELVYN LEVITSKY testified before the House Foreign Affairs Committee task force on international narcotics control, July 10, on Colombia and the Andean initiative ... Accompanied by the bureau's Pro-

**INTERNATIONAL NARCOTICS MATTERS**—Assistant Secretary Melvyn Levitsky, with Glenna Orr, as Robert Orr Jr. is promoted to Colonel.





gram Office Division chief for Asia, G. EUGENE MARTIN, and the deputy director of the Drug Enforcement Administration's Office of Heroin Investigation, RICHARD LAMAGNA. Mr. Levitzky traveled to East Asia, July 19-31 ... After meetings with Singapore government officials on narcotics control, he attended the Association of South East Asian Nations post-ministerial conference in Kuala Lumpur, and participated in discussions on narcotics issues ... He visited China, July 24-29 ... After consultations with government officials on counternarcotics cooperation in Beijing, he visited Kunming, the Sino-Burmese border and Guangzhou for further discussions and observation of provincial and local efforts to stem drug trafficking and abuse in southern China ... On July 30 official discussions were held in Hong Kong on narcotics programs.

ROBERT ORR, one of 26 Department of Defense officers assigned to the bureau, was promoted to colonel on August 1. His assignment as the potential source and transit countries planner, Office of Program Management, was approved by the Department of Defense as 1 of 30 positions authorized under a State/Defense participating agency support agreement.

RAYBURN F. HESSE, senior policy analyst for the bureau, represented the United States at the June 19-20 meeting of the six-nation financial action task force steering group. The meeting in Geneva, the first with Switzerland presiding set the agenda for the third round of the task force, which resumes its regular meetings this month in Paris, where it will inaugurate a new secretariat under the auspices of the Organization for Economic Cooperation and Development ... Mr. Hesse was a member of the U.S. delegation which held bilateral talks on money-laundering in early July with the governments of Hong Kong and Singapore. The latter were reported as successful in securing Singapore's participation in the task force.

Controller/executive director JAMES M. VAN WERT and congressional liaison officer MARJORIE COOK conducted a field assistance visit to Colombia, June 12-15. A number of issues were discussed: aviation support options; the impact of the Escobar plea bargain on the overall program; construction projects; renewed interest in herbicide spraying; and the presence of poppy cultivation ... Mr. Van Wert represented the bureau at the U.S. Customs carrier initiative training program in Taipei, Taiwan, June 25-27. The course is to present commercial shipping lines with the challenge of preventing their carriers from being used as smuggling conveyances, and to provide measures to prevent smuggling ... Following the meeting in Taiwan, from June 28-July 9, Mr. Van Wert visited the narcotics affairs sections in Thailand and in Laos, as well as the project sites in northern Thailand.

**People: New arrivals.** DANIEL STRASSER, chief, Andean/South American Division; JOHN ELBEN, equipment specialist; LAUREN HALE, public affairs adviser; SUSAN SNYDER, program analyst; HENRY WOOSTER, program analyst ... Mr. Van Wert leaves after 14 years, for the Small Business Administration. □

## International Organization Affairs

Assistant Secretary JOHN R. BOLTON traveled to New York, where he addressed a meeting of the heads of major American Jewish organizations ... He testified before the subcommittees on the Middle East and human rights and international organizations of the House Foreign Affairs Committee, on the situation in Iraq ... He appeared before the House Select Committee on Hunger, where he discussed reform of UN humanitarian emergency response capacity ... Principal deputy assistant secretary JOHN WOLF traveled to Beijing to participate in UN talks on Cambodia ... He traveled to Bangkok, Kuala Lumpur, Singapore, Wellington and Canberra, to hold consultations with officials in those capitals on the UN General Assembly ... Deputy assistant secretary JACKIE WOLCOTT traveled to Barbados, July 17-19, to hold pre-General Assembly consultations at the Barbados foreign ministry, as well as with prime ministers from Barbados, Dominica, Grenada, St. Kitts and St. Lucia, and the minister of labor and health from Antigua.

JOAN DUDIK-GAYOSO, PATRICK DEMONGEOT, MARGARET POLLACK and LUIS ESPADA-PLATET, Office of International Development Assistance, served on the U.S. delegation to the UN Development Program's 38th governing council, in New York, June 3-21. The council revised the financial relationships with the UN agencies which implement its projects, the level of grant assistance going to higher-income developing countries, the human development report and its "Human Freedom Index," and the organizational structure ... The deputy assistant secretary of international organization, MELINDA KIMBLE, and International Development Assistance's ROBIN MEYER served on the U.S. delegation to the Food and Agriculture Organization council, where the key issue was the level of its 1992-93 budget, and reform of the budget process.

NEIL A. BOYER, director for health and transportation programs, Office of Technical Specialized Agencies, served on the U.S. delegation to the meeting of the program committee of the World Health Organization's executive board, in Geneva, July 1-4 ... SANDRA LEE ROBINSON traveled to Reykjavik, Iceland, to handle on-site administrative support for the 42nd meeting of the International Whaling Commission, May 20-June 1 ... Administrative officer RICHARD BIENVENUE and documents officer COOKIE CLARK were among those who provided support at the 21st session of the Organization of American States general assembly, in Santiago, Chile, June 3-8.

**People: Transfers:** MELINDA L. KIMBLE from the Bureau of Near Eastern and South Asian Affairs as the deputy assistant secretary for international development and technical specialized agency affairs ... ELIZABETH W. SHELTON from the Bureau of East Asian and Pacific Affairs to the Office of International Economic Policy ... SUZANNE S. BUTCHER from the Office of



**INTERNATIONAL ORGANIZATION AFFAIRS**—The former director of the Office for UN Political Affairs, Molly Williamson, receives Superior Honor Award for her work during the Persian Gulf crisis, from Under Secretary Robert Kimmitt.

UN Political Affairs to Vancouver ... FRANK H. DAY from the Office of UN Political Affairs to the Bureau of Politico-Military Affairs ... MARY ANN KEKICH from the Office of Technical Specialized Agency Affairs to the Bureau of Consular Affairs ... LEO P. MASCIANA from the Office of International Conference Administration to the Bureau of Diplomatic Security ... CHERYL A. MARTIN from the Office of Technical Specialized Agency Affairs to the Bureau of European and Canadian Affairs ... AMY PITTS from the Office of Administrative Services to Lilongwe. □

## Legal Adviser's Office

MICHAEL J. MATHESON, principal deputy legal adviser, traveled to Geneva to attend the first meeting of the governing council of the UN Compensation Commission on Iraq ... MARTHA M. HILL, special assistant to the legal adviser, traveled to Miami to attend hearings in the Noriega case ... JOHN R. BYERLY, assistant legal adviser for African affairs, traveled to Pretoria for consultations on the issue of political prisoners and the lifting of sanctions; and to Addis Ababa to participate as an observer at the conference that established a new Ethiopian government ... ANTONIA F. PEREZ, attorney-adviser, same office, accompanied the deputy assistant secretary for African affairs, JEFFREY DAVIDOW, to Maputo, Mozambique, and Luanda, Angola, for consultations with the governments of those African nations.

RONALD J. BETTAUER, assistant legal adviser for international claims and investment disputes, traveled to Bonn to attend German claims hearings. Accompanying him was ALLEN S. WEINER, attorney-adviser, same office ... Mr. Bettauer traveled to Geneva as a member of the U.S. delegation to attend meeting of the gov-

## BUREAU NOTES

erning council of the UN Compensation Commission on Iraq ... JO BROOKS, attorney-adviser, same office, traveled to The Hague to assist the legal adviser in negotiations relating to claims before the Iran/U.S. Claims Tribunal ... DAVID P. STEWART, assistant legal adviser for human rights and refugees, traveled to Atlanta to participate on a panel on human rights and criminal law ... BRUCE C. RASHKOW, assistant legal adviser for UN affairs, traveled to New York to attend a strategy session at the United Nations in preparation for the 46th General Assembly ... HAROLD S. BURMAN, attorney-adviser, Office of Private International Law, traveled to New York to attend a session of the working group on international procurement rules ... He traveled to Atlanta to attend the American Bar Association meeting.

**People:** Joining the bureau was SHARON K. FULWINDER, program analyst, assigned to the Executive Director's Office ... JUANITA ROBINSON was selected as paralegal specialist for the Office of Buildings and Acquisitions ... Mr. Byerly received a Superior Honor Award for his role in the negotiation of the Angolan peace accords ... Leaving the bureau was CATHIE P. ROBERTS. □

The under secretary for political affairs, ROBERT KIMMITT, presented BRUCE C. RASHKOW, assistant legal adviser for UN Affairs, a Superior Honor Award for his work in support of U.S. policy during the Gulf crisis. □

## Legislative Affairs

Legislative management officer ROBERT BRADTKE spoke on the Congressional Fellow Program, July 8, on the Department's relationship with Congress ... GARY CHAFIN has been reassigned to the Office of Counter-Terrorism ... New legislative management officers are STEPHEN KISH, LLOYD GEORGE and JEFFREY WHITE ... AMY THOMPSON has joined the staff as correspondence officer, and JULIE RESIDE has assumed duties as staff assistant. □

**LEGISLATIVE AFFAIRS**—Assistant Secretary *Janet G. Mullins* presents Meritorious Honor Award to special assistant *Glenn W. Carey*.



## Medical Services

Regional medical officer SCOTT KENNEDY consulted in Medical Services, July 8, after accompanying a patient from Nairobi ... Foreign Service nurse practitioner SUSAN HOUCK was at the Caron Foundation Alcohol Treatment Program as an observing health care professional, the week of July 7, prior to returning to her post, Niamey ... On home leave between his two tours in Jakarta was regional medical officer JIM BAYUK, from the end of June until mid-August. Following personal leave in Wisconsin, he was to consult in Medical Services early in August ... Regional medical officer/psychiatrist JOHN SMITH was to have home leave with a return-to-post for his second tour in Hong Kong, at the end of the summer. He was in the United States for continuing medical education ... Other psychiatrists taking home leave and returning to their posts were JANET MULES and ESTHER ROBERTS. Dr. Mules was to return to Pretoria in August following her summer break. Dr. Roberts traveled from Paris, July 5, and visited her family in Nashville prior to her Medical Services consultations at the end of August ... Regional medical officer/psychiatrist DOUG HOBSON traveled from Abidjan, his first post, the beginning of July, to Louisville. After consultations in Medical Services and area studies, he was to begin his next tour in Cairo in August ... Returning to Medical Services from his regional medical officer/psychiatrist Cairo posting to begin as assistant director of mental health programs was Dr. TOM VALK. He is to work with Dr. HAL RINIER, newly-appointed director of mental health services ... Dr. ELMORE RIGAMORE is shifting from mental health services director to deputy medical director.

Dr. FERGUSON REID, retired regional medical officer, returned to Medical Services to offer his services in the Examination Clinic during July ... Upon completion of her tour in Moscow and arrival in Medical Services early in July, Dr. LARAE KEMP took over as medical director from Dr. PAUL GOFF, who will be regional medical officer in Bangkok ... MARY JONES, secretary/receptionist for Dr. WILLIAM BROWN, worked her last day in Medical Services on July 12. She was at the Department for 20 years, seven in Medical Services.

Foreign Service medical technologists MARY AWANTANG and JOHNNIE JACKSON have departed post. Ms. Awantang returned to Cairo for her second tour, on completion of home leave in Wisconsin and consultations in the Department in July. Ms. Jackson consulted in Medical Services in conjunction with home leave, prior to her second tour in Islamabad beginning in July ... MARVA GULLINS, medical technologist, laboratory, was to depart for her next post, Kinshasa, the beginning of August ... From her posting in Kinshasa, medical technologist JOYCE CARROLL was to begin work in Medical Services following home leave in August ... Departing Colombo the end of July was Foreign Service nurse practitioner REBECCA MILLER, who planned to consult in Medical Services

prior to home leave in Tennessee. She was to return to Colombo for a second tour ... Dr. RICHARD BRUNO stepped into the director of medical clearances slot, July 15, following his tour in Bonn ... Foreign Service nurse practitioner ETTA THURMOND returned to Karachi for a second tour, July 25, following home leave and personal leave in Arkansas ... BETTY SHIPPE, contract nurse in Lisbon, consulted in Medical Services, July 23, while on home leave, prior to her return to Lisbon for another two years ... Foreign Service nurse practitioner ART BROKSAS, after completion of his tour in Nairobi, consulted in Medical Services the end of July, before heading north to Boston, where he was to begin a year of university continuing medical education at Simmons College ... Regional medical officer JOHN LYONS, also on summer transfer, departed from Bamako the beginning of July and spent home leave in Minnesota, prior to consultations in the Department. His arrival at his next post, Tunis, was planned for August. □

## Oceans and International Environmental and Scientific Affairs

Assistant Secretary CURTIS BOHLEN headed the U.S. delegation to Madrid, June 17-22, for negotiations on a protocol for the protection of the Antarctic environment. The parties agreed on the draft of an environmental protection protocol that will be signed later this year. Mr. Bohlen was accompanied by R. TUCKER SCULLY, director, Office of Oceans Affairs ... From July 25-28 Mr. Bohlen participated in a conference sponsored by the Aspen Institute on preparations and prospects for the June 1992 UN Conference on Environment and Development.

Principal deputy assistant secretary RICHARD J. SMITH, accompanied by Office of Environmental Protection deputy director GARY USREY, led the U.S. delegation to the meeting of the parties to the Montreal protocol for the protection of the stratospheric ozone layer, in Nairobi, June 12-21 ... Mr. Smith chaired a meeting with the Soviet Union, Japan and Canada, at the Department, June 25-27, on a new agreement for the conservation of North Pacific salmon resources. The U.S. delegation to the fisheries conference was headed by DAVID A. COLSON, deputy assistant secretary for oceans and fisheries affairs ... From June 10-12 Mr. Colson, accompanied by KEVIN CHU, Office of Oceans Affairs, led the U.S. delegation to a meeting in Kingston, Jamaica, to adopt a protocol on specially-protected areas of wildlife under the Cartagena convention for the protection of the marine environment in the Caribbean.

JOHN P. BORIGHT, deputy assistant secretary for science and technology affairs, headed a U.S. delegation to the meeting of the Committee on Science and Technology Policy of the Organization for Economic Cooperation and Development, June 26-29, in Paris ... Together with LINDA STAHELI, Office of Cooperative Science and Technology Programs, he chaired the

U.S. side of the joint working-level committee under the U.S.-Japan science and technology agreement, July 14-20, in Tokyo ... He met, July 21-23, with Korean officials in Seoul, to review bilateral science and technology matters, in particular the issue of intellectual property rights.

ROBERT A. REINSTEIN, deputy assistant secretary for environment, health, and natural resources, led the U.S. delegation for the second round of negotiations under the international negotiating committee on climate change, June 17-28, in Geneva. He was accompanied by STEPHANIE KINNEY, deputy director, Office of Global Change, and JEFF MIOTKE and JONATHAN PERSHING, same office ... RICHARD BENEDICK, on detail as senior fellow at the World Wildlife Fund, spoke on environmental issues at a June 2-3 meeting of U.S. religious, scientific and congressional leaders in New York, and gave the keynote address at a July 15 conference at the Business Environmentalism Conference in Chicago ... He spoke at June 4 at the Japan-America Conference on Global Warming, in Atlanta.

RICHARD J.K. STRATFORD, deputy assistant secretary for nuclear energy and energy technology affairs, headed the U.S. delegation to the semiannual nonproliferation consultations with the United Kingdom, in London, June 15-19 ... He headed the U.S. delegation to consultations with Canada on nonproliferation issues, July 24-26, in Ottawa ... He delivered remarks on "U.S. Nuclear Safety Cooperation with the Soviet Union After Chernobyl," in a panel discussion sponsored by the American Nuclear Society, in Orlando, June 5. □

## Politico-Military Affairs

**Office of Strategic and Theater Policy:** The signing of the strategic arms reduction treaty by PRESIDENT BUSH and MIKHAIL GORBACHEV in Moscow, August 1, cleared the way for SCOTT DEAN to return from treaty negotiations in Geneva ... DAVID APPLETON left for Accra, Ghana, where he will head the embassy's political section ... STUART SELDOWITZ transferred to the political section at the U.S. mission to the United Nations in New York ... MARY COOPER moved to the Bureau of Administration ... RANDY PRATT completed his summer internship and returned to the Patterson School of Diplomacy and Commerce at the University of Kentucky ... DONALD MULLIGAN joined the staff as press officer for arms control, and action officer for the UN Conference on Disarmament ... ANTHONY PINSON took up duties as action officer for strategic arms negotiations ... PATRICIA HANSCOM attended an international seminar on the future of European security, in Bellagio, Italy.

**Special Commission Support Office:** Director JOE MARTY traveled to the Los Alamos National Laboratories, where he addressed a seminar on ensuring Iraqi compliance with UN Security Council Resolution 687 ... JACQUELINE SHIRE was detailed on temporary assignment to the political section of the U.S.

mission to the United Nations in New York ... JAMIE YOUNG, on loan from the Arms Control and Disarmament Agency, was named executive secretary of the U.S. delegation to the conventional forces in Europe treaty negotiations in Vienna ... STACY BERNARD arrived from the Center for Defense Trade ... DENISE VALOIS arrived from the Office of Defense Relations and Security Assistance.

**Office of Policy Analysis:** FREDERICK W. AXELGARD was named director. He succeeds STEVEN SIMON, who received a one-year fellowship to study at Oxford. Mr. Axelgard was the first director of the Office of Weapons Proliferation Policy.

**Office of Weapons Proliferation Policy:** VANN VAN DIEPEN, formerly deputy director of the bureau's Office of Policy Analysis, has been named director of weapons proliferation policy, replacing Mr. Axelgard ... FRANK DAY joined the staff as action officer for chemical proliferation ... BAINBRIDGE COWELL JR. is a new action officer for missile proliferation ... Major DAVID REISTER was reassigned to the Air Force Command and Staff College at Maxwell Air Force Base, Ala ... CONRAD TRIBBLE transferred to the Office of European Security and Political Affairs, Bureau for European and Canadian Affairs ... ROGER CRESSY moved to the Office of Policy Analysis ... Deputy director JEFFREY GALLUP attended bilateral politico-military talks in Sydney, Australia ... Intern DAVID MARKOWITZ has joined the office to work on chemical and missile issues.

**Office of Defense Trade Policy:** Acting director W. SCOTT MILLER III made a presentation on defense trade issues to the Defense Institute of Security Assistance Management, Dayton, O., July 17-18 ... ROSALINDA SELDOWITZ left for a new position at the United Nations ... ROGER SWENSON has transferred to the staff from the Bureau of Intelligence and Research, Office of Strategic and Proliferation Affairs ... MATTHEW STRAUSS, an intern from the University of Georgia, has joined the staff to work on the strategic trade officers conference ... KAREN HENNESSEY, from Virginia Tech, joined the staff, July 28.

**Office of Defense Trade Controls:** JOHN WARREN returned from service in Operation Desert Storm. He was a specialist with the 202nd Transportation Control Detachment ... College students MELINDA BEEUKWES, ERIN TOLSON, KATHY DUNCAN, CHRISTINA SOHN, THEODORE FERGUSON, CHANTAL BUSHNELLE and CHANITA BAUMHAFT joined the staff as summer interns ... MYRNA MCKEE is a temporary employee performing secretarial duties ... Licensing officer KEN PEOPLES spoke at joint State/Commerce seminars in Seattle, Los Angeles and Santa Clara ... The Martin-Marietta Corp. sent 20 employees from around the country to attend an office-sponsored in-house training seminar ... Licensing officers discussed licensing issues with Magnavox officials in Virginia.

**Office of Defense Relations and Security Assistance:** At the political advisers' conference, July 29-30, where the Department provides polit-

ical advisers to military commands: The two-day conference, chaired by deputy assistant secretary SANDY MARTEL, provided briefings on political-military issues, such as proliferation, and afforded an opportunity for the advisers to exchange ideas about their respective commands and the challenges they face. Attendees included. GORDON BROWN (former political adviser to the Central Command and currently ambassador to Mauritania); JIM CLUNAN (U.S. Navy, Europe Command); JIM CONNELL (U.S. Atlantic Command); DIANA SMITH (European Command); KENT BROWN (Supreme Headquarters of the Allied Powers, Europe); CHRISTOPHER SZYMANSKI (U.S. Space Command); RICHARD SCISSORS (U.S. Coast Guard); BUD JACOBS (U.S. Southern Command); DAVID JONES (chief of staff, U.S. Army); CHARLIE RUSHING (U.S. Atlantic Command, replacing JIM CONNELL); JIM WILKINSON (U.S. Pacific Command); and PAT THEROS (Central Command). Guest speakers at the conference were Lieutenant General HENRY VICCELLIO, director of the Joint Staff, and RICHARD HAASS, National Security Council staff. □

## Public Affairs

**Office of Public Communication:** Press kits were prepared for the President's trip to Moscow to participate in the summit, for the Vice President's trip to South America, and for SECRETARY BAKER's trip to the Association of Southeast Asian Nations post-ministerial meeting in Kuala Lumpur, Malaysia, and his trips to the Middle East ... Public Communications' regular intern briefing program was coordinated this summer by interns JEANNINE MARTIN, NICOLE BOVEY, MARIE GAYESKI-THOMAS, REBECCA GLABB and STEFAN NICHOLAS. Briefers have represented the Policy Planning Council, the Bureau of European and Canadian Affairs, the Bureau of Economic Affairs and the Operations Center ... Team leader supervisor PETER KNECHT received a letter of appreciation from the Office of Equal Employment Opportunity and Civil Rights for his commitment to providing opportunities for advancement and support of equal employment opportunity goals ... Public affairs officer, GLORIA BEASLEY participated in the New Madrid Fault earthquake exercise, August 6-8. This exercise, sponsored by the Interagency Committee on Public Affairs in Emergencies, simulated a 7.6-magnitude earthquake along the New Madrid Fault, affecting the states of Arkansas, Illinois, Indiana, Kentucky, Mississippi, Missouri and Tennessee. The exercise simulated working with the media should a real crisis occur ... Public affairs officer, DEBORAH GUIDO-O'GRADY has departed for Cyprus ... Interns STEFAN NICHOLAS, Georgetown University, and REBECCA GLAAB, University of Southern Mississippi, joined the staff during July and August.

**Office of Intergovernmental Affairs:** Coordinator JOAN COLBERT attended the August 10-13 annual meeting of the National Conference of State Legislatures, in Orlando, Fla. Issues

## BUREAU NOTES

touching on the North American free trade agreement, the General Agreement on Tariffs and Trade and the interdependence of the European Community were among subjects discussed at workshops over a three-day period ... On July 24 DONNA (DUSTY) KREISBERG attended a National Governors Association staff advisory committee issues briefing in Washington ... DONNA KREISBERG participated in a Sister Cities International meeting, July 31, to review events at that organization's convention in Chicago ... JANICE SETTLE served as liaison officer for a National Conference of State Legislatures study tour of Germany and France, July 13-28 ... A briefing for the group was held July 25 at the American embassy in Paris ... Summer intern NICOLE DEANER, an education major at George Mason, joined the office in June ... NICOLE DEANER completed a special assignment to review and analyze foreign affairs-related resolutions introduced by state legislatures during 1991 sessions and to prepare a summary report.

**Office of Public Liaison:** JANA W. DAVIS provided administrative support for the President's trip to Istanbul. Her responsibilities included updating the President's schedule and maintaining the delegation room list ... DARLENE KIRK recruited LONNIE KEENE, member of the Policy Planning Staff, to give a foreign policy overview to the Superintendents of Schools Association convention in Lake Geneva, Wisc., July 24. He also met with Milwaukee Mayor JOHN NORQUIST ... Ms. Kirk also arranged for JOHN BENNETT, consul general in Monterrey, Mexico, to address the National League of Cities International task force in Chicago, on the North American free trade agreement, July 16 ... In the Washington Programs Division, EILEEN McCORMICK PLACE coordinated a half-day session, July 1, for members of University of Maryland's "Women in International Security" seminar ... The deputy assistant secretary for European and Canadian affairs, AVIS BOHLEN, was among the speakers from State, the National Security Council, Department of Defense and the Rand Corp. who addressed the group on arms control issues ... On July 12 a reception in honor of the seventh annual sym-

posium of the International Hospice Institute was held in the Department's Diplomatic Reception Rooms, hosted by the secretary of health and human services, LOUIS SULLIVAN. JUDY CHRONISTER managed the event.

On July 19 MARY ANN DIXON coordinated arrangements for the reception and dinner in honor of the Special Olympics International Games ... Deputy Secretary LAWRENCE EAGLEBURGER hosted approximately 150 heads of government and first ladies, Special Olympics board members and corporate executives in the reception rooms ... Also, on July 19, Ms. Dixon arranged for the deputy assistant secretary for European and Canadian affairs, RICHARD KAUZLARICH, to meet with a group of Austrian business executives to discuss "U.S. Policy and Perspectives on European Integration." ... On July 22 YVONNE O'BRIEN arranged briefings for the national senior vice president of the Ladies Auxiliary of the Veterans of Foreign Wars, in preparation for her travel to Korea, Hong Kong, Taiwan and Japan ... On July 24 Policy Planning staff deputy director JOHN STREMLAU addressed the American Legion "Boys' Nation Assembly" in the Dean Acheson Auditorium. JUDY CHRONISTER coordinated the arrangements as part of boys' annual weeklong Washington seminar ... The office welcomed summer intern VENETIA CAROTENUTO, a senior at Wittenberg University, Springfield, O. She completed a six-month student exchange program in Nanjing, China.

**Office of Press Relations:** The office briefed visitors on press operations at the Department, including the deputy press Secretary to the president of Czechoslovakia; the chief of international programming for Croatian Radio; foreign journalists groups from Kuwait, Syria, India, Japan, Spain, Denmark and the Pacific Islands; and Foreign Service and Civil Service training groups ... Media coordinator GLADYS BOGGS, press officers and press assistants arranged media coverage for the U.S. and Soviet ministerial, July 11-14, and for the presidential visits of Korea and Zimbabwe ... Press officer NANCY BECK coordinated Washington support for journalists accompanying Secretary Baker on his trip, July 14-August 5, to London for the economic summit; to Kuala Lumpur for the post-ministerial meetings; to Mongolia; to the Moscow summit; and to the Middle East ... Public affairs specialists FRAN HESS, JIM BARBOUR and NICOLE PEACOCK coordinated Deputy Secretary LAWRENCE EAGLEBURGER's interview on Yugoslavian national television ... The office said farewell to press officer JAMES MURRAY, who left to become a special assistant to the deputy assistant secretary for passport services. □

## Refugee Programs

PRINCETON N. LYMAN, bureau director, appeared before the House Foreign Affairs Committee's subcommittee on Africa, to brief members on humanitarian assistance for Liberian and Sierra Leonean refugees and future needs in the region. With Mr. Lyman were HERMAN J.

COHEN, assistant secretary for African affairs, and ANDREW NATSIOUS, director, AID's Office of Foreign Disaster Assistance ... Mr. Lyman testified before the Senate Judiciary Committee's subcommittee on immigration and refugee affairs, and the House Judiciary Committee's subcommittee on international law, Immigration and Refugees ... He met with Rwandan Foreign Minister CASIMIR BIZIMUNGU and members of the Rwandan embassy to discuss repatriation of Rwandan refugees. Also present were MARGARET McKELVEY and DINA ESPOSITO, Office of African Refugee Assistance, and CHARLES NEARY, Rwandan desk officer ... Mr. Lyman met with ANDRE VAN CHAU, secretary general, International Catholic Migration Conference, and with FRED CUNY, president, Intertect, and primary consultant to AID's disaster assessment team in Turkey during the Kurdish refugee crisis.

PRISCILLA A. CLAPP, senior deputy assistant secretary, with NORMAN W. RUNKLES, comptroller, PAULA R. LYNCH and VEDA DWYER, met with officers of the International Organization for Migration, in Geneva, including its director general, JAMES N. PURCELL ... Ms. Clapp and Ms. Lynch attended meetings with representatives of the UN high commissioner for refugees and the International Committee of the Red Cross ... SARAH E. MOTEN, deputy assistant secretary for refugee assistance, attended a New York briefing on the situation in the Horn of Africa, presented by the UN under secretary general for special political questions, JAMES JONAH ... ANITA L. BOTTI, director, Office of Reception and Placement, and her deputy, BETSY FITZGERALD, met with Inter Action, in New York, to discuss refugee admissions issues ... Ms. Botti monitored refugee resettlement activities of contracted voluntary agencies in the New York area ... ANN MORGAN, director, Office of Refugee Training, and EDWARD W. GEIBEL, program analyst, attended a two-day meeting in Brattleboro, Vt., with senior officials of agencies which manage English-language and cultural orientation programs for refugees accepted for resettlement in the United States.

The bureau's first orientation program was held for new staff members. Bureau staff and representatives from international organizations and nongovernmental organizations gave presentations on aspects of the bureau's program ... A special "Meals Ready to Eat" luncheon was hosted by Defense personnel ... Reporting for duty during the month were JAN DE WILDE, director, Office of Southeast Asian Refugee Assistance; JANE TANNENBAUM, program officer, Office of European, Near Eastern and Latin American Refugee Assistance; and THOMAS RAEZER, program officer ... ARISTIDE E. FENSTER, a German diplomat on a pilot exchange program with the Department, was welcomed to the bureau and will be working in the Office of International Refugee Organizations ... JOAN L. DEASON entered on duty as the bureau's staff training and development officer ... PAUL ISSACSON, refugee coordinator, Malawi, consulted with bureau staff. ■

## ELVIS AT THE STATE DEPARTMENT



# Letters to the Editor

—(Continued from Page 1)

issue about Foreign Service Day illustrates what made it a disappointing event. I look forward to Foreign Service Day, hoping to gain substantive insights into foreign economic and political policy from the Department. The program was inadequate.

Your article erroneously reports that Joseph Donelan of Diplomatic and Consular Officers, Retired, and Theodore Wilkinson of the American Foreign Service Association made welcoming remarks. Although they were cosponsors with State, they were bypassed by the director general, who called on Ivan Selin [then under secretary for management] to talk as soon as he entered the auditorium.

There was no overview of U.S. foreign policy. Each year this has been a highlight of the day's program. Yes, we knew that Under Secretary Robert Kimmitt was traveling in the Far East and that he or his predecessors have usually given this briefing. But another senior officer of the Department or the Foreign Service could have filled in.

Mr. Selin's answers to questions from the audience indicated that the status quo is his legacy. Mr. Selin said the Department will retain the consular function, but offered no reason to support his conclusion that it is a dumb idea to give up the visa issuance function. Maybe it is a bad proposal, but we were entitled to know why Mr. Selin thought so.

At the same time, Mr. Selin offered no plans to strengthen the widely recognized weak position of the Department in international economic and financial matters, which are now on center stage in world affairs. Where does Mr. Selin obtain substantive guidance about where to allocate human and financial resources? How can the Department improve its participation in international economic and financial affairs, and compete in Washington with other federal agencies in the economic and financial field, if the under secretary for management concludes that it is satisfactory to watch international trade, commercial and financial work being dominated by the special trade representative, Commerce and Treasury?

The most eloquent illustration of the Department occupying a back seat in international trade affairs was that the speaker on trade came from the Office of the Special Trade Representative. Sure, Julius Katz worked in the Department for years, but where is he working now?

We applaud the Department's exceptional attention to rewarding performance,

## Anapestic Assignments

By ebp

*There was a staffer assigned to Ouagadougou, Whose correspondents didn't know what to do.*

*They asked him about its spelling. He said: 'I'm not telling. As I really am not sure, I'll leave it to you.' □*

but the number of awards given and the time required to present them was excessive. It appeared that the awards portion of the program was a filler, in lieu of the customary substantive foreign affairs briefing.

My comments are meant to be helpful to the planners of Foreign Service Day in 1992. In short, give us a political briefing, cut back on awards, get speakers from the Department, and have the then under secretary for management relate how human and financial resources are allocated to objectives set by the substantive areas of the Department, not by the managers themselves.

Sincerely yours,  
WILLIAM P. STEDMAN JR. □

## Let the shuttle be your chauffeur

WASHINGTON

DEAR EDITOR:

I am a full-time summer employee at State, and my position gives me a unique perspective of the Department's processes and functions. It is both educational and interesting to see how a bureaucracy works: issuing orders, giving advice, sending people to all ends of the world.

Recently, I noted that, during an inter-bureau meeting in Rosslyn, an assistant secretary took his driver as opposed to the shuttle bus. I realize that assistant secretaries, deputy assistant secretaries and ambassadors have important functions to attend, but I felt immensely disappointed at this lack of consideration and needless waste of resources. If an office director can take the shuttle, I think everyone can; and, more importantly, in this time of budget cuts, everyone should make a sincere effort to reduce costs.

If nothing else, I could think of nothing more inspiring than seeing a deputy assistant secretary or an assistant secretary bum a ride on the shuttle over to Rosslyn. Heck, I would love the opportunity to talk about the 'skins with him/her.

Sincerely,  
CLAYTON DEAN  
Politico-Military Affairs □

## 'We are sadly embarrassed'

TEL AVIV, ISRAEL

DEAR EDITOR:

I am especially saddened by the recent change in policy for recognizing our "Foreign Service Nationals of the Year."

Each year they are recognized in a ceremony held in Washington. This year—and please tell us it was not a professional Foreign Service officer who made this decision—we are told to arrange "suitable mission ceremonies." The absurdity of such a self-evident contradiction invites credulity.

To this year's candidates and to all of our Foreign Service national staffs—to all of you with whom we share our lives, upon whom we depend all too often for our very lives—please accept our most humble apologies. We are sadly embarrassed.

Sincerely,  
ROSIL A. NESBERG  
General services officer

*The Office of Foreign Service National Personnel replies: For this year only, cancellation of travel to Washington by the awardees was a Department decision. This difficult decision had to be taken primarily because of the potential travel security hazards posed by Operation Desert Storm, as well as budget and program timing constraints. □*

## Has this got Burma beat?

JAKARTA

DEAR EDITOR:

Reading the June/July article on Burma made me want to get out my pencil and paper and share some experiences of mine . . . My most colorful experience was my second tour, which was in Monrovia. In August 1980 I arrived, ready to learn my new position. My new boss looked at me and said: "... We've just had a coup, so answer the telephone and find your way around."

... That was just the beginning of my tour. It all went down hill from there. The rest of the stories about Monrovia are the usual ones that you hear at any foreign circus cocktail party:

—Green mambas crawling out of the showerhead in the morning when you are trying to take a shower. (Every good diplomat should carry a bottle of scotch in case of snakebite).

—Radioing the embassy for help because the houseboy you just fired is back on your front porch with five of his soldier friends, pointing guns at you . . .

—Having all the electricity go out in

the city just about the time I was ready to take my luggage down the five flights of stairs to get in the embassy vehicle and leave town for good . . .

When I was working back in the Department and would see my former boss in the halls, I would smile and say to him: "Give your secretary my deepest sympathy." Somehow that made me feel better. He will remain anonymous because he will just read this and laugh . . .

Sincerely,  
JAN RHODES □

**Kudos for Kelly**

ROSSLYN, VA.

DEAR EDITOR:

I wish to especially compliment Eileen Kelly for her contribution to the Life in the Foreign Service feature in your June/July issue.

Vivid, informative and telling, are some of the words that come to mind as I read the Rangoon slice of her life. Having served in that country in much less stressful times, I thank her for updating me in such a concise and personalized way. I will commend it to our Foreign Service Institute community.

Sincerely,  
JACK H. SHELLENBERGER  
Dean, School of Area Studies ■

**News Highlights**

—(Continued from Page 8)

"When asked how their colleagues responded during the time that they were experiencing unwanted sexual attention, most responded that no one knew about it. In situations where colleagues were aware, they expressed empathy, attempted to intervene, became angry, complained of experiencing low morale or they ignored it.

"26% of the female respondents and 63% of the male respondents reported that their work was not adversely impacted by the experience of unwanted sexual attention. A large percentage of the remaining respondents indicated that it made them want to change jobs, it was a factor in the diminished quality of their work, or it created professional embarrassment. They also reported that they took more unpaid and sick leave than was customary.

"The respondents were asked to provide an estimate of the effect that unwanted sexual attention had on their productivity. 66% of the female and 63% of the male victims reported that it had no effect. The remainder of the respondents reported that the decline in their productivity ranged from 9 to 50%.

"A myriad of approaches were taken

**Answers to Diplo-Cryptic No. 1**

(See August issue)

- | Across          | Down                |
|-----------------|---------------------|
| 1. James Baker  | 1. Joint Statement  |
| 2. Gorbachev    | 2. Geneva           |
| 5. Israel       | 3. Resolution       |
| 11. Valleys     | 4. Vole             |
| 13. Spokeswoman | 6. Reno             |
| 14. Diplomat    | 7. Lease            |
| 17. Endeavor    | 8. Disarmament      |
| 19. Ermine      | 9. State Department |
| 21. Assembly    | 10. Conference      |
| 25. Career      | 12. Evil            |
| 26. Tess        | 15. Treaty          |
| 27. Titanic     | 16. Asters          |
| 29. Overcome    | 18. Demeanour       |
| 30. Forthright  | 20. Niche           |
| 31. Noteworthy  | 22. See             |
|                 | 23. Session         |
|                 | 24. Brittle         |
|                 | 28. Clay □          |

by respondents to resolve the problem of unwanted sexual attention. The majority reported that they handled it themselves, while a small percentage indicated that they filed a complaint. The remainder of the respondents indicated several reasons why they did not file a complaint. A small percentage reported that they were unsure that they had experienced sexual harassment until later. Others reported that they did not know how to file a complaint, did not want to cause problems, were afraid of the possible repercussions, or were too embarrassed.

"Those who filed complaints reported

the following: The Department launched a formal investigation, they were reassigned, or the perpetrator was reprimanded. Others reported that they did not know what actions resulted from the filing of their complaints.

"When the respondents were asked if they were provided with professional support to assist them in coping with the unwanted sexual attention, a major portion reported that it was not provided. Others indicated that they were provided assistance in the form of medical attention, referrals to a support group and psychological counseling. The remainder reported that they chose to seek their own professional support."

The report concludes with 17 recommendations that deal with training programs, complaint channels and printed procedures and guidelines, as well as administrative matters. Two of the recommendations are that the Department should "publicize the types of sanctions leveled against perpetrators," and that "sanctions for repeated offenders should have monetary consequences."

Equal employment opportunity counselors, in the United States and at overseas posts, have been sent copies of the report. Also, administrative officers at posts have been sent copies. In addition, the report has been distributed to all assistant secretaries and to executive directors of bureaus and offices in the Department. Copies of the report, "Sexual Harassment Study for the U.S. Department of State, May 15, 1991," are also available in the Department Library. ■



DAKAR, Senegal—Ambassador Katherine Shirley, left, presents Prudence Bushnell,

deputy chief of mission, the Superior Honor Award.

## Obituaries

**John C. Dorrance**, 59, a retired Foreign Service officer, died in Potomac, Md., on June 30.

Mr. Dorrance joined the Foreign Service in 1956. After an assignment in the Department, he went to Saigon in 1958. He became vice consul in Suva in 1960. He was assigned to the Bureau of International Organization Affairs, 1963-65, then attended the University of Hawaii, 1965-66. He went to Canberra as political officer in 1966, and to Saipan as political adviser in 1970.

After an assignment in Washington, Mr. Dorrance became deputy chief of mission in Kingston in 1975. He was detailed to the Department of Defense, 1978, before going to Bonn as political adviser in 1979. Next, he was a Foreign Service inspector, 1981, and country director for Australia and New Zealand, 1982-85. He became consul general in Sydney in 1985. After a final assignment in the Office of the Director General, he retired in 1989. He won a Superior Honor Award for his work at State.

Mr. Dorrance was born in Bakersfield, Calif., on January 1, 1932. He received a bachelor's from Georgetown and a master's from George Washington. He attended the National War College, and had been a senior fellow at the Institute for National Strategic Studies at National Defense University. He was the author of the volume, "The United States and the Pacific Islands." Besides his wife, the former Mary Lou Handley of Potomac, he leaves two sons, a brother, a sister and four grandchildren. □

**Constance Dunaway**, 66, a retired public affairs specialist, died at Washington Hospice on July 4.

Ms. Dunaway accompanied Dean Rusk to Washington when he became Secretary of State in 1961, after serving as his personal assistant at the Rockefeller Foundation. She joined the Office of Protocol the following year, where her duties included choosing presents to be given to foreign heads of state. She began her tenure in the Bureau of Public Affairs, where she scheduled media conferences and speaking engagements, in 1969. She retired in May.

Ms. Dunaway was born in Rye, N.Y.,



Ms. Dunaway

on August 17, 1924. She attended Bob Jones University and Columbia. She leaves her husband of 26 years, Carlyle Dunaway of Washington, her mother and a bother. □

**Guy Ferri**, 69, a retired Foreign Service officer, died in Palm Coast, Fla., on July 8.

Mr. Ferri joined the Service in 1954 and was assigned to the Bureau of Inter-American Affairs later that year. He became political officer in Buenos Aires in 1956. After attending Harvard, he went to Saigon as economic officer in 1961. He was chief of the political section in Asuncion, 1963-66. He returned to Washington as a supervisory foreign affairs officer in 1966. He became deputy chief for international, scientific and technical affairs before retiring in 1972. After leaving State, he joined the International Atomic Energy Agency, where he served as deputy U.S. representative before retiring a second time in 1984.

Mr. Ferri was born in Aprutino, Italy, on July 7, 1922. He moved to Hamburg, Pa., in the mid-1930s. He earned a bachelor's from Georgetown and a master's from Harvard. He served in the Army in Europe during World War II. He leaves his wife of 36 years, Teresa Bursley Ferri of Palm Coast, two daughters, his mother, two sisters and five grandchildren. □

**Jeanne Stiefel Goodman**, 65, wife of retired Foreign Service officer Seymour Goodman, died of cancer and Parkinson's disease at the Hospice of Northern Virginia on July 5. She had accompanied her husband on postings to Belfast and Dublin.



Ms. Goodman

Ms. Goodman was a native of New York who was graduated from Connecticut College. Before accompanying her husband overseas, she worked for the Department of Commerce. She resumed her career as an economist there after her husband was assigned to Washington in 1964. She retired from the Regional Economic Division in 1982. She was a member of the Parkinsonian Society of Greater Washington and edited the group's newsletter, 1984-89. Besides her husband, she leaves her mother, a daughter, two sons and three grandchildren. □

**Evelyn King Helseth**, 73, wife of retired Foreign Service officer William A.

Helseth, died in Bethesda, Md., on June 21. She had accompanied her husband on assignments in Ankara, Tehran, Kabul and at West Point.

Ms. Helseth was a native of Maine. She was graduated from the nursing program at Massachusetts General Hospital in 1938. During World War II she served with the Army Nurse Corps in the Mediterranean. She later served as a hospital head nurse in Boston and as nurse-in-charge at the Harvard Employee Clinic. In addition to her husband, she leaves three sons, two sisters and four grandchildren. □

**Maceo W. Hubbard**, 92, husband of a former deputy assistant secretary for public affairs, Charlotte Hubbard, died of heart ailments in Chevy Chase, Md., on July 17.



Mr. Hubbard

A native of Forsyth, Ga., Mr. Hubbard was a civil rights lawyer who received a bachelor's from Lincoln and a law degree from Harvard. He came to Washington in 1942 with the Committee on Fair Employment Practices, which sought to bar racial discrimination in World War II industries. After the war, he became the first black attorney in the Justice Department's Civil Rights Division, where he developed policies on school desegregation and worked on legislation that became the Civil Rights Act of 1964. He retired from Justice in 1986 after 40 years of service.

Mr. Hubbard had also served as president of the United Way of the National Capital Area and helped establish the United Negro College Fund. In addition to his wife, he leaves a sister, Leola Hubbard Peoples of New York. □

**Woodrow Wilson Kelly**, 74, a retired Foreign Service officer, died in June Lake, Calif., on June 22, while attending a family reunion.

Mr. Kelly joined the Service in 1951 and was assigned to Tel Aviv. After a tour in Paris, he became regional security officer in Panama City in 1956. He was assigned to the Foreign Security Operations Division, 1961-63. In 1963 he transferred to Seattle, where he was named special agent in charge of operations in the northwestern states. He retired in 1973.

Mr. Kelly was born in Kinderlou, Ga., on March 12, 1917. He received a bachelor's from Benjamin Franklin. He served

as an Army paratrooper in the Pacific during World War II. Before his tenure at State, he worked for the Department of Agriculture, Department of the Treasury and the Civil Service Commission. He leaves his wife, Hannah Glanville Kelly of Freeland, Wash., three sons and three grandchildren. □

**Oris F. Kolb**, 78, a retired Foreign Service officer, died of cancer in Lansing, Mich., on July 17.

Mr. Kolb began his career at State in 1952 as a branch chief in the old Office of Security. He joined the Foreign Service in 1956 and went to Karachi as personnel officer later that year. In 1959 he became general services officer in Athens. After a final assignment in Taipei, he retired in 1964.

Mr. Kolb was born in Dancy, Miss., on April 6, 1913. He attended Chillicothe Business College. Before coming to State, he worked for the Civil Service Commission, where he was a supervisor in the investigations division. He served in the Army during World War II, and retired from the Reserves as a lieutenant colonel in the early 1960s. After leaving State, he sold real estate in the Washington area. Besides his wife of 48 years, Ruth Burns Kolb, he leaves two sons, a daughter, a sister and five grandchildren. □

**Carol Laise**, 73, a former ambassador to Nepal and the first woman to become director general, died of cancer in Dummerston, Vt., on July 25. She was the widow of Ambassador Ellsworth Bunker, who died in 1984.



Ms. Laise (1976)

Ms. Laise began her career in 1938 as a research assistant at the Department of Agriculture. She worked for the Civil Service Commission in Washington and Seattle, 1940-46. She received her first foreign assignment in 1946 with the UN Relief and Rehabilitation Administration in London.

Ms. Laise began her career at State in 1948 as an international relations officer in the Office of UN Affairs, where she was an adviser to the UN Educational, Scientific and Cultural Organization and the World Health Organization. She joined the Foreign Service in 1955 and became political officer in New Delhi the following year. She was

deputy, then director, of the Office of South Asian Affairs, 1962-65. After an assignment as country director for India, Ceylon, Nepal and Maldives Islands, she was named ambassador to Nepal in 1966. She became assistant secretary for public affairs in 1973. She served as director general of the Foreign Service and director of personnel before retiring in 1977. She held State's Commendable Service Award, the Director General's Cup and the Federal Women's Award.

Ms. Laise was born in Winchester, Va., on November 14, 1917. She received a bachelor's and a master's from American. After her tenure at State, Ms. Laise served on the boards of Phillips Petroleum, the American Security Corp. in Washington, Mount Holyoke College, the Experiment in International Living, the Marlboro School of Music and the American Academy of Music. She leaves a brother, Frederic Laise of Santa Fe, two stepsons and a stepdaughter. □

**Betty Louise Marshall**, 71, a former personnel officer at State, died at Georgetown University Hospital in Washington on July 17.

Ms. Marshall joined the Foreign Service in 1948 and went to West Berlin as a clerk-stenographer later that year. After a tour in Frankfurt, she became a personnel assistant in Stockholm in 1951. She was assigned to Karachi in 1954, and was a placement officer in the Department before resigning in 1958.

Ms. Marshall was born in Jamesport, Mo., and grew up in Omaha. She attended the University of Miami. During World War II she served with the Marines in Hawaii. She is survived by her husband, Charles Marshall of Arlington, Va., a daughter, a brother, three sisters and four grandchildren. □

**Mary Frances Moffitt**, 79, a retired communications analyst at State, died in Bristol, Pa., on July 3.

Ms. Moffitt began her 31-year career at the Department as a clerk in the old Division of Communications and Records in 1941. She became a classifier there in 1945 and assistant chief later that year. In 1950 she was promoted to supervisor of the records branch. She became an analyst in the division in 1953, where she remained until her retirement in 1972.

Ms. Moffitt was born in Boston on September 25, 1911. Her survivors include a brother, William E. Moffitt of Trenton, N.J., and two nephews. □

**Stella Elizabeth Nicholson**, 85, a retired Foreign Service secretary, died in Minneapolis on March 20 of complications from a stroke.

Ms. Nicholson began her career in the Service as a clerk in Guayaquil in 1944. She became a secretary in Bern in 1946. She was assigned to Paris, 1949-52, Praha, 1952-54, and Beirut, 1954-57. After a second tour in Paris, she went to Lagos in 1958. She was posted to Salisbury, 1960-62. After a final assignment in Tokyo, she retired in 1965.

Ms. Nicholson was born in Harpers Ferry, Io., on September 9, 1905. After leaving the Service, she worked as a secretary for an attorney in Minneapolis. She is survived by a sister, Anne Nicholson of Minneapolis, three nephews and a niece. □

**Calvin Hawley Oakes**, 86, a retired Foreign Service officer, died of congestive heart failure in East Hampton, N.Y., on July 18.

Mr. Oakes joined the Service in 1930 and went to London later that year. He became vice consul in Genoa in 1931. He served in Kingston, 1933-35, Tirana, 1935-36, and Calcutta, 1936-37. After an assignment in Karachi, he was posted to Paris in 1938. He did a second tour in Calcutta before becoming consul in Colombo in 1945.

Mr. Oakes left the Department in 1946 to join the newly-formed Central Intelligence Agency. In 1948 he returned briefly to State to serve on a UN commission for India and Pakistan that dealt with the Kashmir issue. He retired from the intelligence agency in 1954, but remained a consultant there until 1962.

Mr. Oakes was born in Galveston, Tex., on August 7, 1904. He received a bachelor's from Yale and attended Ecole Libre des Sciences Politiques in Paris. He raised horses for two years in Arizona before beginning his career in the Service. He had also served on the board of the Cuban-American Sugar Co., a firm founded by his grandfather. He leaves a daughter, Sarah Lawrence Oakes of East Hampton. □

**M. Joanne Pernick**, 51, wife of retired Foreign Service officer Irwin Pernick, died of chronic lung disease in Chevy Chase, Md., on July 13. She had accompanied her husband on assignments to Bangkok and Nakhon Si Thammarat in Thailand, and to Rome.

Ms. Pernick was born in Rock Springs, Wyo., and grew up in Denver. She studied modern languages at the Universities of



Colorado and Michigan, and at George Washington. Before accompanying her husband overseas, she managed the Washington Office of the LTV Aerospace Corp., and worked as a speechwriter for Senator Peter Dominick. In Rome she was an assistant to the president of a wig company. In Thailand she ran an English-teaching school and sold Asian securities.

After her husband was assigned to Washington, she became a real estate broker. At the time of her death, she worked for MGMB Realtors, Inc., Washington, and served on two real estate boards. In addition to her husband, she leaves a daughter and a son. □

**Patrick John Schensted**, 6 months, son of Foreign Service officer David Schensted and his wife, Shawn, died of carbonyl phosphate synthetase deficiency, a metabolic disorder, in Gulf Breeze, Fla., on August 7. Patrick was born in Santiago, where his father is consular officer. There are no other survivors. □

**Lois E. Sheldon**, 67, a retired Foreign Service secretary, died in New York on June 19.

Ms. Sheldon joined the Service in 1962 and went to Tehran later that year. She was posted to Geneva in 1963 before going to Paris the following year. She did a tour in Rabat, 1966-68. Then she was assigned to the Bureau of African Affairs, 1968-73. In 1974 she returned to Paris. She served in Panama City, 1977-80. After a final tour in the Department, she retired in 1982.

Ms. Sheldon was born in Pennsylvania on November 27, 1927. There are no known survivors. □

**Ruth K. Smith**, 77, mother of Sandra R. Smith, a Foreign Service officer assigned to the Southern African Division, Bureau of Intelligence and Research, died of emphysema in St. Louis on July 21.

Ms. Smith had accompanied her daughter on postings to Mexico City, 1980-82, Mbabane, 1984-87, and Manila, 1987-91. Before joining her daughter overseas, Ms. Smith worked as a hospital receiving clerk and church secretary in St. Louis. There are no other survivors. □

**Alonzo G. Stanford**, 74, a retired Foreign Service officer, died in Leesburg, Va., on July 13.

Mr. Stanford entered the Service in 1942 and was assigned to Santiago. He became administrative assistant in Rio de

Janeiro in 1945, and vice consul in Havana in 1947. After a tour in Helsinki, he went to Reykjavik as economic officer in 1953. Next, he was assigned to the Bureau of European and Canadian Affairs, 1953-57. He became political officer in Paris in 1958 and in Stockholm the following year. After a detail at the Department of Commerce, he went to Frankfurt as commercial officer in 1963. Then he held similar posts in Mexico City, Caracas and Brasilia. After a second tour as commercial consul in Mexico City, he retired in 1976.

Mr. Stanford was born in Crystal, Mich., on February 2, 1917. He earned a bachelor's from Albion and a master's from the University of Iowa. Survivors include his wife, Alice L. Stanford of Leesburg, and a son. □

**Lois deCamps Steuart**, 78, wife of retired Foreign Service officer George Steuart Jr., died of cancer and a kidney ailment in Alexandria, Va., on July 7. Ms. Steuart had accompanied her husband on postings to London, Liverpool and Geneva. She was a native of South Carolina, and had performed volunteer work for the Red Cross. Besides her husband, she leaves four daughters and two grandchildren. □

**Frederick Warner Jr.**, 70, a retired Foreign Service officer, died of cancer in San Clemente, Calif., on February 10.

Mr. Warner entered the Service in 1963 and went to Khartoum later that year. He was assigned to Panama City in 1964. In 1967 he became budget and management officer at The Hague. After a final posting to Paris, he retired in 1974.

Mr. Warner was born in San Francisco on April 2, 1920. He attended the University of California at Berkeley. Before joining the Service, he worked as an interpreter at the U.S. embassy in Mexico City, and served in the Navy, 1950-63. After leaving State, he ran an antique business in San Clemente. He is survived by his wife, Helen Warner, two brothers and two cousins. □

**Chalmers B. Wood**, 73, a retired Foreign Service officer, died in Princeton, N.J., on June 25.

Mr. Wood joined the Service in 1947 and was assigned to Brussels the following year. He went to Manila as economic officer in 1952. Next, he was officer-in-charge of Greek affairs at the Department, 1954-57. In 1957 he went to Saigon as political officer. He returned to Washington as officer-in-charge of Vietnam affairs in

1959. After attending the Senior Seminar, he became political officer in London in 1964. He was country director for Cyprus, 1966, then detailed to AID in Vietnam, 1967-69. His final assignment before retiring in 1974 was as deputy chief of mission in Wellington. He held the Superior Honor Award.

Mr. Wood was born in New York on December 9, 1917. He received a bachelor's from Harvard. He served overseas as an Army captain during World War II. Survivors include his wife, Patricia H. Wood of Princeton. □

**Marie Zaldivar**, 63, a retired Foreign Service secretary, died of a heart condition in Miami on June 5.

Ms. Zaldivar joined the Service in 1953 and went to Dusseldorf later that year. She served in Paris, 1958-63, and Buenos Aires, 1963-65. After an assignment in the Bureau of Inter-American Affairs, she went to Rio de Janeiro in 1972. She was posted to Bogota in 1975. She had a second assignment in the bureau before going to Bonn in 1980. Her final posting, before retiring in 1985, was to Kinshasa.

Ms. Zaldivar was born in New York on July 12, 1927. Her survivors include an aunt and uncle. ■

## OPPORTUNITY WITHOUT RISK.

The biggest improvement in 40 years has made U.S. Savings Bonds an ideal investment.

A variable interest rate lets you share in rates offered by today's securities market. No limit on how much you might earn.

What makes this improved Bond ideal is that you're protected by a guaranteed minimum. And if the Bond is held to maturity, you'll double your money.

Take another look at this opportunity without risk.

Take  
stock  
in America.



# Library Booklist

## Public administration

(And related topics)

### Introductory and historical

- GLADDEN, E. N. *A History of Public Administration, vols. 1 & 2*. London. Frank Cass and Company Limited. 1972. vol. 1, 269 p., vol. 2, 419 p. JF1351.G49 v. 1 & v. 2.
- JOHANSEN, HANO. *International Dictionary of Management*. East Brunswick, N.J. Nichols/GP Publishing. 1990. 359 p. HD19.J58 1990 Ref.
- MOSHER, FREDERICK C., ED. *American Public Administration: Past, Present, Future*. University, Alabama. The University of Alabama Press. 1975. 298 p. JF1338.A2A67.
- SIMPSON, ANTONY E. *Guide to Library Research in Public Administration*. New York. Center for Productive Public Management, John Jay College of Criminal Justice. 1976. 210 p. Z7164.A2S5 Ref.

### Public administration and the bureaucracy

- AARON, HENRY J., ED. *Setting National Priorities. Policy for the Nineties*. Washington. Brookings Institution. 1990. 317 p. (on order.)
- CAIDEN, GERALD E. *The Dynamics of Public Administration: Guidelines to Current Transformations in Theory and Practice*. New York. Holt, Rinehart and Winston. 1971. 341 p. JF1351.C34.
- CAMPBELL, COLIN. *Governments Under Stress: Political executives and key bureaucrats in Washington, London, and Ottawa*. Toronto. University of Toronto Press. 1983. 388 p. JF1525.D4C35.
- DUNSHIRE, ANDREW. *Implementation in a Bureaucracy*. New York. St. Martin's Press. 1978. 260 p. JF1351.D794.
- DYER, FREDERICK C. *Bureaucracy Vs. Creativity*. Coral Gables, Fla. University of Miami Press. 1965. 153 p. HF5500.D9.
- FREDERICKSON, H. GEORGE. *Public Administration and Public Policy*. Lexington, Mass. D.C. Heath and Company. 1977. 228 p. JF1351.P814.
- FRIED, ROBERT C. *Performance in American Bureaucracy*. Boston. Little, Brown and Company. 1976. 470 p. JF1351.F75.
- GORDON, GEORGE J. *Public Administration in America*. New York. St. Martin's Press. 1978. 470 p. JF1351.G664.
- GORTNER, HAROLD F. *Administration in the Public Sector*. New York. John Wiley & Sons. 1977. 342 p. JF1351.G67.
- HARTMAN, ROBERT W. *The Rewards of Public Service: Compensating Top Federal Officials*. Washington, D.C. Brookings Institution. 1980. 238 p. JK776.R48.
- HENRY, NICHOLAS. *Public Administration and Public Affairs*. Englewood Cliffs, N.J. Prentice-Hall, Inc. 1975. 380 p. JF1351.H45.
- HOWARD, MICHAEL. *The Lessons of History*. New Haven. Yale University Press. 1991. 217 p. (on order.)

- McKINNEY, JEROME B. *Public Administration: Balancing Power and Accountability*. Oak Park, Ill. Moore Publishing Company, Inc. 1979. 436 p. JF1351.M25.
- JACOBY, HENRY. *The Bureaucratization of the World*. Berkeley, Calif. University of California Press. 1973. 241 p. JF1341.J3.
- JANSEN, ROBERT B. *The ABC's of Bureaucracy*. Chicago. Nelson Hall. 1978. 228 p. JF1501.J35.
- KAUFMAN, HERBERT. *Red Tape: Its Origins, Uses, and Abuses*. Washington, D.C. The Brookings Institution. 1977. 100 p. JK421.K39.
- KATZ, DANIEL. *Bureaucratic Encounters: A Pilot Study in the Evaluation of Government Services*. Ann Arbor, Mich. Institute for Social Research, The University of Michigan. 1975. 264 p. JK691.B94.
- LAWLER, EDWARD J. *High-Involvement Management*. San Francisco. Jossey-Bass. 1986. 269 p. (on order.)
- LYNN, JR., LAURENCE E. *Managing the Public's Business: The Job of the Government Executive*. New York. Basic Books, Inc. 1981. 211 p. JK723.E9L96.
- MACY, JOHN W. *America's Unelected Government: Appointing the President's Team*. Cambridge, Mass. Ballinger Publishing Company. 1983. 128 p. JK736.M335.
- NATIONAL ACADEMY OF PUBLIC ADMINISTRATION. *Revitalizing Federal Management: Managers and their Overburdened Systems*. Washington, D.C. The Academy. 1983. 68 p. JK421.R48.
- NYE, JOSEPH S., JR. *Bound to Lead: The Changing Nature of American Power*. New York. Basic Books. 1990. 307 p. E840.N94.
- REHFUSS, JOHN. *Public Administration as Political Process*. New York. Charles Scribner's Sons. 1973. 247 p. JF1351.R44.
- ROSENBLUM, DAVID. *Toward Constitutional Competence*. Englewood Cliffs. Prentice Hall. 1990. 176 p. (on order.)
- ROURKE, FRANCIS E. *Bureaucracy and Foreign Policy*. Baltimore. Johns Hopkins University Press. 1972. 80 p. JK421.R59.
- ROURKE, FRANCES E. *Bureaucratic Power in National Politics*. Boston. Little, Brown and Company. 1978. 478 p. JK421.R6 1978.
- SCHAFFER, BERNARD. *The Administrative Factor: Papers in Organization, Politics and Development*. London. Frank Cass. 1973. 329 p. JF1351.S34.
- SIEGEL, GILBERT B. *Public Personnel Administration: Concepts and Practices*. Lanham, Va. University Press of America. 1989. 468 p. (on order.)
- STARLING, GROVER. *Managing the Public Sector*. Homewood, Ill. The Dorsey Press. 1977. 473 p. JF1351.S67.
- TORPEY, WILLIAM G., DR. *Federal Management Initiatives*. Alexandria, Va. W. G. Torpey. 1984. 200 p. JK421.T77.

- U.S. OFFICE OF PERSONNEL MANAGEMENT. *Report of Task Force on Executive and Management Development*. Washington, D.C. U.S. Office of Personnel Management. 1990. 106 p. JK723.E9U585.
- WILSON, JAMES Q. *Bureaucracy: What Government Agencies Do and Why They Do It*. New York. Basic Books. 1989. 433 p. JK421.W52.
- ZAWACKI, ROBERT A. *Organization Development: Managing Change in the Public Sector*. Chicago. International Personnel Management Association. 1976. 308 p. JF1411.O73.

### Materials on the State Department and the making of foreign policy

- CHITTIK, WILLIAM O. *State Department, Press, and Pressure Groups: A Role Analysis*. New York. Wiley-Interscience. 1970. 373 p. JK851.C5.
- DAVIS, DAVID HOWARD. *How the Bureaucracy Makes Foreign Policy: An Exchange Analysis*. Lexington, Mass. D.C. Heath and Company. 1972. 164 p. JK421.D38.
- ESTERLINE, JOHN H. *Inside Foreign Policy: The Department of State Political System and Its Subsystems*. Palo Alto, Calif. Mayfield Publishing Company. 1975. 271 p. JK853.E8.
- GOLDWIN, ROBERT A., ED. *Foreign Policy and the Constitution*. Washington, D.C. The AEI Press. 1990. 135 p. E744.G65.
- PRESIDENT'S PRIVATE SECTOR SURVEY ON COST CONTROL. *Report on the Department of State/AID/USIA*. Washington, D.C. U.S. Government Printing Office. 1983. 119 p. JK851.P7.
- SERFATY, SIMON, ED. *The Media and Foreign Policy*. New York. St. Martin's Press. 1991. 249 p. P95.82U6M43.
- WARWICK, DONALD P. *A Theory of Public Bureaucracy: Politics, Personality, and Organization in the State Department*. Cambridge, Mass. Harvard University Press. 1975. 252 p. JK851.W37.

### Public administration and developing countries

- ADAMOLEKUN, LADIPO. *Public Administration: A Nigerian and Comparative Perspective*. New York. Longman. 1983. 232 p. JF1351.A27.
- ADEDEJI, ADEBAYO, ED. *Education and Research in Public Administration in Africa*. London. Hutchinson. 1970. 432 p. JF1338.A2T53 1970.
- RIGGS, FRED W. *Administration in Developing Countries: The Theory of Prismatic Society*. Boston. Houghton Mifflin Company. 1964. 477 p. JF1351.R48.
- ROTHWELL, KENNETH J. *Administrative Issues in Developing Economies*. Lexington, Mass. D.C. Heath and Company. 1972. 266 p. JF60.A34. ■

The Super Bureaucrat

# SUPERCRAAT

BY

CHIP  
BECK

"OPERATION  
DESERT  
STAPLER"  
(PART  
VI)



① ...ASTOUNDING THE WORLD WITH HIS RAPID DEPLOYMENT OF THE "QBF"— QUICK BUREAUCRATIC FORCE— SUPERCRAAT HAS AMASSED THE LARG- EST STAFF OF PENGIN PUSHERS THE TAXPAYERS HAVE EVER SEEN.... HARD CORE BUREAUGRATS...



NO ANNUAL LEAVE, NO SICK LEAVE, NO COFFEE BREAKS...

② THE LINES ARE DRAWN IN THE SAND...



WE'D PREFER PAPER... IT'S HARD TO KEEP SAND IN FILE FOLDERS...

③ SLAMBAM'S FUNCTIONARIES ESTABLISH A SOLID LINE OF DESKS ON THE RATAN-CAMELOT BORDER... WITH TURNSTILES!



④ AT HIS COMMAND BUNKER, SUPERCRAAT AND THE COALITION BUREAUGRATS TALK ABOUT HOW TO HOLD THE FORCE TOGETHER...

GLUE PAPER CLIPS RUBBER BANDS STAPLES



⑤ ...WHILE IN ARACH, SLAMBAM INSANE WATCHES THE WORLD'S REACTION WITH ASTONISHMENT...



I'M AMAZED... I THOUGHT THEY'D AT LEAST GO HOME FOR WEEKENDS...

CHIP BECK  
© 1991

(TO BE CONT.)

**Department of State, U.S.A.  
Bureau of Personnel  
Washington, D.C. 20520**

---

**OFFICIAL BUSINESS**

Penalty for private use, \$300

**Second Class Mail  
Postage and Fees Paid  
Department of State  
USPS 0278-1859**

If address is incorrect  
please indicate change.  
Do not cover or destroy  
this address label.  
Mail change of address to:  
PA/OAP  
Room 5815A

